

NLWJC - Kagan

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**Gay/Lesbian - Federal Employee
Domestic Partner Act [1]**

07-23-1998 10:51
07/23/98 10:30 FAX

Gayles - Fed ee San Francisco act

P.01

FRANK D. RIGGS
1ST DISTRICT, CALIFORNIA
COMMITTEE ON ECONOMIC AND EDUCATIONAL OPPORTUNITIES
SUBCOMMITTEE:
SOUTH CALIFORNIA, WHITE AND FEMALE
CHAIRMAN
POSTSECONDARY EDUCATION, TRAINING AND LIFE LONG LEARNING
COMMITTEE ON TRANSPORTATION AND INFRASTRUCTURE



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Congress of the United States
House of Representatives
Washington, DC 20515

July 21, 1998

new

STOP EXTORTION OF PRIVATE ORGANIZATIONS WITH FEDERAL FUNDS

Vote For the MODIFIED Riggs Amendment to the VA-HUD Bill

Dear Colleague:

Chapter 12B of the San Francisco Administrative Code requires private organizations doing business with the City to provide benefits to unmarried domestic partners to the same extent as spouses of married employees. This applies to City grants and contracts, as well as grants and contracts using "moneys deposited" or "under the control" of the City—i.e., Federal funds.

This ordinance was used to force Catholic Charities to offer domestic partner benefits to its employees—contrary to Church principles—or risk losing \$5.6 million used help to homeless and destitute AIDS patients.

The Salvation Army used to provide beds and meals to AIDS patients in San Francisco. When the City attempted to force the Salvation Army to provide benefits to same-sex partners of employees, they refused. Even though the ordinance includes provisions for waivers, the City persisted in its efforts to extort the Salvation Army into betraying its deeply held beliefs. Its funding—\$3.5 million—has been lost.

I have modified my amendment to the VA-HUD Appropriations bill. It now states: "None of the funds appropriated by this Act may be used to implement Chapter 12B of the Administrative Code of San Francisco, California."

- This is not a local autonomy issue. My amendment would not force San Francisco to change its law on use of City funds, no matter how misguided.
- This does not jeopardize local receipt of VA-HUD funds. My amendment merely prohibits San Francisco from attaching any domestic-partner conditions to any Federal funds it passes through to private organizations

- VOTE YES ON THE MODIFIED RIGGS AMENDMENT.

Sincerely yours,

FRANK D. RIGGS
Member of Congress

THIS STATIONERY PRINTED ON PAPER MADE OF RECYCLED PAPER





Theodore Wartell

07/23/98 05:36:15 PM

Record Type: Record

To: Elena Kagan/OPD/EOP
cc: Laura Emmett/WHO/EOP
Subject: Riggs Amendment Letter

We would like to add this to the piece you saw earlier. Comments?

In addition, the amendment would impose an unfunded, expensive and extremely burdensome administrative requirement on the City, requiring it to set up a new system to separately track expenditures to ensure that no Federal funds were used to implement one particular City ordinance. Imposing such an expensive and unique requirement on one, single city in the United States would establish a new and far-reaching precedent that could be applied to render prohibitively expensive any local ordinance passed by any city or town in the country.

gayles - fed ee domestic
partner act

Theodore Wartell

07/23/98 02:06:26 PM

Record Type: Record

To: Elena Kagan/OPD/EOP

cc: Michael Deich/OMB/EOP, Patricia E. Romani/OMB/EOP

Subject: San Francisco amendment

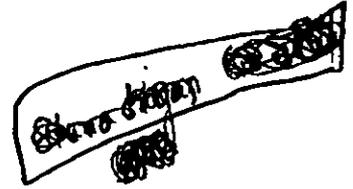
The DRAFT letter below would go to House Approps Lewis and Stokes (from Jack Lew) about the "Modified Riggs Amendment" I just faxed. We are trying to get this out by 3:30. Please let me know your comments.

"The Administration strongly objects to the modified amendment that may be offered by Representative Riggs. That amendment purports to impose a federal mandate on San Francisco not to use any Federal funds to implement a local ordinance. This would set an unwise and unfortunate precedent of Federal mandates against particular local ordinances in particular cities with which the Congress may disagree. The Federal system recognizes that there are strictly local issues that should not be subject to Federal interference. Legislating through the use of federal funds against a single ordinance in a single city would be contrary to the most basic principles of Federalism underlying our system of Government."

Thanks

TW

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AMENDMENTS (House of Representatives - July 15, 1998)

Offered By: Mr. Riggs

Amendment No. 15. At the end of the bill, insert after the last section (preceding the short title) the following new section:

✓ [Sec. XX. None of the funds appropriated by this Act may be provided to the City of San Francisco because the City requires, as a condition for an organization to contract with, or receive a grant from, the City, that the organization provide health care benefits for unmarried, domestic partners of individuals who are provided such benefits on the basis of their employment by or other relationship with the organization.]

H.R. 4194

*Properly under local
Local matter*

Offered By: Mrs. Roukema

Amendment No. 16. Page 52, after line 2, insert the following new section:

SECTION 8 CONTRACT RENEWALS FOR MODERATE REHABILITATION PROJECTS

Sec. 210. Section 524(a)(2) of the Multifamily Assisted Housing Reform and Affordability Act of 1997 (42 U.S.C. 1437f note) is amended, in clause (iii) of the matter that precedes subparagraph (A), by striking 'the base rent' and all that follows through 'Secretary' and inserting the following: 'the aggregate current contract rents, adjusted by an annual operating cost adjustment factor established by the Secretary, not to exceed the aggregate published fair market rent for the market area for the unit mix in the project'.

H.R. 4194

Offered By: Mr. Sanford

Amendment No. 17: Page 76, line 24, strike '2,745,000,000' and insert '2,545,700,000.'

Page 90, line 18 strike ', and \$70,000,000 is appropriated to the National Science Foundation, 'Research and related activities'.' and insert '.'

{Page: H5635}

H.R. 4194

Offered By: Mr. Stokes

gay/les - fed employee dom partner act

The Administration understands that an amendment may be offered that would prohibit the City of San Francisco from receiving any funds appropriated by the bill solely because the City will only contract with or provide grants to organizations that provide health care benefits for unmarried, domestic partners of individuals who receive such benefits from the organizations. The Administration would strongly object to such an amendment, which would seek to legislate on matters that are more properly left for local control.

Elena Kagan
Martha Foley
Richard Soccarides
Bob Damus

Gay/les -
Fed Emp Dom Partners Act

Richard Socarides 11/02/97 11:42:26 AM

Record Type: Record

To: Elena Kagan/OPD/EOP
cc: Richard Socarides/WHO/EOP
Subject: Domestic Partners

Where did this come from?

WASHINGTON POST, November 2, 1997 (Excerpt)
1150 15th Street NW, Washington, DC, 20071
(No Fax - letters by mail only, print run 838,902)
By Mike Causey
Washington Post Staff Writer
Domestic Partners

Look for the White House to quietly oppose a bill by Rep. Barney Frank (D-Mass.) to extend federal health and retirement benefits to the unmarried domestic partners of federal workers and retirees. Officials say money is the reason Uncle Sam will object to providing coverage to live-in, unmarried couples, straight or gay. The issue:

Federal workers contribute to their retirement plans. But the amounts don't begin to cover the costs of paying retirees and survivors lifetime benefits that are indexed to inflation. Also, Uncle Sam (meaning taxpayers) pays 72 percent of the total health premium of workers and retirees.

Extending those benefits to a larger group would be costly to both systems.

Gay/Les -
Fed Emp Dom Partner
Act

Richard Socarides 11/01/97 03:02:03 PM

Record Type: Record

To: Elena Kagan/OPD/EOP

cc:

Subject: Washington Post on Federal DP Benefits Bill

----- Forwarded by Richard Socarides/WHO/EOP on 11/01/97 03:01 PM -----



Doug Case @ sdsu.edu
10/31/97 07:39:00 PM

Record Type: Record

To: Stuart D. Rosenstein, Richard Socarides, Paul J. Yandura

cc:

Subject: Washington Post on Federal DP Benefits Bill

WASHINGTON POST
October 31, 1997

Domestic Partner Benefits
By Mike Causey
Washington Post Staff Writer

The "domestic partners" of U.S. government workers -- regardless of sex or marital status -- would be eligible for health insurance coverage through the federal employee health program under a bill introduced by Rep. Barney Frank (D-Mass.). It also would make them eligible for lifetime survivor benefits under the federal pension program.

Frank is one of the few openly gay members of Congress.

His proposal has been endorsed by the American Federation of Government Employees, the National Treasury Employees Union and the American Federation of Government Employees.

The federal health program -- the nation's biggest company-style plan -- covers more than 10 million current and former federal workers, spouses and families. In some cases, ex-spouses can be covered (if they pay the full premium), as can dependent grandchildren. But unmarried couples aren't eligible for family coverage. Taxpayers pay about 72 percent of the total premium for insured workers and retirees.

Frank said Uncle Sam trails "progressive" private firms that extend benefits to domestic partners. He said it is time for the government to "recognize that people who live in committed relationships, regardless of their sexual orientation or marital status, ought to be eligible for the same basic set of benefits, including health care coverage, life insurance, health insurance and compensation for work injuries." Under the Frank bill, the

extended health and retirement coverage would go to:

Same- or opposite-sex couples (if one of them worked for the government or Postal Service) who are "living together, in a committed, intimate relationship."

Couples who are responsible for each other's welfare and financial obligations.

Those domestic partners would get the same health and life insurance benefits and retiree survivor benefits as the spouse of a federal employee or retiree.

To be eligible, couples would have to submit an affidavit of eligibility for benefits to the Office of Personnel Management. It would certify, under oath, that the couple were in a committed domestic relationship and were living together.

Fourteen other House members (all Democrats), including Del. Eleanor Holmes Norton (D.C.), are co-sponsoring the bill.

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Gay/Les -
Fed Emp Dom Partner Act

Richard Socarides 10/02/97 06:37:54 PM

Record Type: Record

To: Elena Kagan/OPD/EOP
cc: Sara M. Latham/WHO/EOP
Subject: Barney Frank -- Domestic Partner Bill

I spoke to Barney. He's very happy w/ us on the appointments.

FYI, he told me that soon he will finally be introducing his federal employees domestic partners bill, which will cover both same-sex and opposite sex domestic partners, and has the support of the federal employee unions.

Gay/Les - Fed Emp Dom Partners



THE CITY OF NEW YORK
OFFICE OF THE MAYOR
NEW YORK, N.Y. 10007

TO EMMA
FRANCO
FYE
R. GOR

October 17, 1997

Mr. Richard Dadey, Jr.
Executive Director
Empire State Pride Agenda, Inc.
230 West 17th Street
New York, NY 10011

Dear Mr. Dadey:

I was pleased to meet recently with you and other Board members and senior executive staff of the Empire State Pride Agenda. As you know, the inter agency task force that I appointed, under the direction of Deputy Mayor Randy Mastro, already has been working with ESPA to determine how the City of New York can extend to registered domestic partners all rights that the City currently affords to married persons.

Throughout my career in public service, I have been committed to equal treatment under the law for all people, regardless of race, religion, national origin, gender or sexual orientation. Please be assured that I intend in the near future to propose and lobby for passage of anti-discrimination legislation that will achieve the following objective: With regard to City practices, policies, benefits and administrative procedures, and to the extent not inconsistent with laws governing the collective bargaining process, the City of New York should not discriminate against registered domestic partners, as compared to married persons, and when the City uses a marital relationship as a factor in any decision, policy, or practice, or as the basis for any right, benefit or protection, the City should afford the same treatment to registered domestic partners. While I believe that it is preferable to be as specific as possible about any such circumstances in the legislation itself, I support that principle and will work with you to see that it is embodied in City legislation.

||

I look forward to maintaining a close working relationship with the Empire State Pride Agenda and to enacting anti-discrimination legislation that achieves this end.

Sincerely,

Rudolph W. Giuliani
Mayor

Gay/lesbian -
Fed Eo Don Palmer Act

Richard Socarides 09/01/97 01:04:51 PM

Record Type: Record

To: Elena Kagan/OPD/EOP

cc:

Subject: CA Senate Approves Health Insurance for Domestic Partners

----- Forwarded by Richard Socarides/WHO/EOP on 09/01/97 01:04 PM -----



Doug Case @ sdsu.edu
08/31/97 11:39:00 PM

Record Type: Record

To: Stuart D. Rosenstein, Richard Socarides

cc:

Subject: CA Senate Approves Health Insurance for Domestic Partners

CAPITOL ALERT NEWS

August 29, 1997

http://www.legitech.com/calert/current/news_ed/senate0829_ne.htm

Senate Approves Health Insurance for Domestic Partners

Health coverage for domestic partners and stiff penalties for red-light runners and body piercing without parental permission are among nearly four dozen bills passed by the Senate.

By Corey Grice

Gay couples, unmarried seniors and others living in committed "alternative relationships" would be able to cover their dependent domestic partners under their employee health insurance if AB 1059 earns the governor's signature.

The bill, by Assemblywoman Carole Migden, D-San Francisco, passed the Senate Thursday on a 21-14 vote and will face another vote in the Assembly before going to the governor's desk. ✓

The measure requires health plans that offer group coverage to extend those benefits to unmarried adults over age 18 who live together in a home and share living expenses in "an intimate and committed relationship of mutual caring."

Blood relatives who are not legally able to marry, such as a brother-sister combination, are not eligible under the legislation but same-sex couples and senior citizens would be extended coverage.

"There are many seniors who are unmarried and choose not to for fear of loss of benefits," Migden said.

Senate Republican Whip Ray Haynes of Murietta said the government should not mandate that health insurers provide coverage to domestic partners.

"This bill forces people to do something that they may or may not wish to

do," Haynes said on the floor. "If insurance companies find this line of insurance profitable, they'll offer it."

More than 500 corporations offer coverage to domestic partners including IBM, Genentech, Disney, Chevron, Northwest Airlines and Bank of America in addition to major health insurance carriers Blue Cross, Health Net and Blue Shield.

Republican Gov. Pete Wilson is expected to veto the legislation because he views it is a mandate on health care providers.

"We shouldn't be telling these providers which products they should offer," said Wilson spokesman Steve Tatum.

"It's certainly an uphill climb but not an impossible reach," said a hopeful Migden. "I think it's an idea that will eventually take hold."

AB 1059 was one of 47 bills passed by the Senate Thursday:
(excerpted)

Gay/Lesbian -
Fed EE Demo Partner Act

Richard Socarides 07/24/97 12:27:47 PM

Record Type: Record

To: Elena Kagan/OPD/EOP

cc:

Subject: NC4299: Wells Fargo extends benefits

----- Forwarded by Richard Socarides/WHO/EOP on 07/24/97 12:27 PM -----



rwockner @ netcom.com
07/23/97 04:24:00 PM

Record Type: Record

To: Richard Socarides

cc:

Subject: NC4299: Wells Fargo extends benefits

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LOS ANGELES TIMES, July 23, 1997 (Excerpt)
On Account of Image
Wells Fargo Has New Ads Up Its Sleeve
By DON LEE, Times Staff Writer

...

Expanding Benefits

Wells Fargo Bank and Union Bank, the state's second- and third-largest banks, respectively, will join Bank of America in offering health and dental benefits to gay and heterosexual partners of employees starting in January.

The move by the three San Francisco-based banks was prompted by that city's ordinance penalizing city contractors who do not offer domestic-partner benefits. BofA, the nation's third-largest banking firm and the state's biggest, in March became the first major U.S. bank to announce such a program, extending benefits not only to domestic partners and their children, but also to adult siblings, parents and grandparents who are dependents.

Neither Union nor Wells went that far. Wells has yet to disclose

eligibility standards for domestic partners, but Union defined a domestic partner as an adult of the same or opposite sex who has lived with the employee for at least six months and is exclusively committed to and financially interdependent with that person.

Both Union and Wells said they were taking the step to retain and attract talented workers. Most companies that provide the coverage have found that only 1% to 3% of employees sign up. The low participation is in part because the benefits are taxable.

Times staff writer Don Lee can be reached by e-mail at don.lee@latimes.com

Gay/Les -
Fed Emp Dom Partner Act

Richard Socarides 06/03/97 04:49:48 PM

Record Type: Record

To: Elena Kagan/OPD/EOP

cc:

Subject: Los Angeles School Board Approves Domestic Partnership Benefits

----- Forwarded by Richard Socarides/WHO/EOP on 06/03/97 04:49 PM -----



Doug.Case @ sdsu.edu

06/03/97 03:26:00 PM

Record Type: Record

To: Richard Socarides

cc:

Subject: Los Angeles School Board Approves Domestic Partnership Benefits

LOS ANGELES TIMES

June 3, 1997

L.A. Unified OKs Benefits for Partners Health: Vote is a victory for homosexual employees. Critics question

By DOUG SMITH
TIMES STAFF WRITER

After a contentious debate, a divided Los Angeles school board voted Monday to extend health benefits to the domestic partners of unmarried employees.

The proposal, approved on a 5-2 vote, was designed to grant equal benefits to homosexual employees of the Los Angeles Unified School District--who are prevented by law from marrying their partners. It was characterized in high-pitched public comments as both a moral imperative and a moral outrage.

However, the two board members who voted against the measure said they feared it would take money from academics.

"Our priorities appear to be backwards in this district," said board member Barbara Boudreaux. "Is it perceived as a cash cow district or is it perceived as a student-educational attainment district?"

Even board member David Tokofsky, who voted in favor of the proposal, criticized school district officials for crafting the new policy so that it

also covers heterosexuals in unmarried relationships, even though they could qualify for benefits by marrying.

Contending that the broader coverage was added late in the process without consulting rank-and-file union members, who eventually will pay for it out of their overall compensation package, Tokofsky said an issue of high principal had become a "political issue and a fiscal issue."

Under questioning by Boudreaux and board member George Kiriyaama, who also voted against the measure, a union official said he believes that the cost would be much less than the \$6.1 million per year projected in a Price Waterhouse study.

Bill Callahan, chairman of the district's Health and Benefits Committee, said many of the district's 57,000 active and 29,000 retired employees who qualify for the benefits will not seek them because a Internal Revenue Service ruling treats such benefits as taxable income.

Callahan said the actual cost would prove to be much closer to \$2 million annually, and could be paid from a special benefits reserve fund without requiring an increase in the allocation to that fund until future contract negotiations.

Tokofsky, who received no support when asked to amend the proposal to exclude heterosexuals, said he would expect employees to push for a change if the costs prove greater than predicted.

Prior to the vote, Los Angeles City Councilwoman Jackie Goldberg, a former school board member, said that the city's adoption of benefits for unmarried domestic partners in November 1993 had proved that "all the dire consequences predicted have not materialized."

Los Angeles County followed the city in granting benefits to unmarried couples in 1995. Several large companies, including the Walt Disney Co., offer similar benefits.

Goldberg chastised the district for making it impossible for her to obtain benefits for her own domestic partner.

"For the eight years I served on this board, we did not have them in our house," she said.

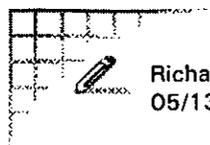
Board president Jeff Horton said he would be one of those not seeking coverage from the district because his partner of 13 years has coverage for both of them.

Several speakers castigated the board for pandering to homosexuals .

The Rev. Jessie Lee Peteron of the Brotherhood Organization of the New Destiny said the vote condoned the teaching of homosexual behavior. "For you to validate it is, in essence, to validate evil."

This message has been forwarded to a private list of lesbian, gay, bi, and transgender political activists, to the QueerPolitics e-mail discussion group, to the GayNet e-mail list and/or to LGBT media as a free informational service. Please do not publish, or post in a public place on the Internet, copyrighted material without permission and attribution. Forwarding of this material should not necessarily be construed as an endorsement of the content. In fact, sometimes messages from anti-gay organizations are forwarded as "opposition research."

Gay + lesbian -
Fed ee domestic
partner



Richard Socarides
05/13/97 10:28:58 AM

Record Type: Record

To: John Podesta/WHO/EOP

cc: Elena Kagan/OPD/EOP, Sara M. Latham/WHO/EOP, Laura Emmett/WHO/EOP

Subject: Same-Sex Domestic Partner Benefits at the DNC

I think we may start to get some questions on this as early as tomorrow, so Elana and I are working up some talking points which we will circulate later today.

Gay + lesbian -
fed ee dom partner

Richard Socarides 05/18/97 11:20:11 AM

Record Type: Record

To: Elena Kagan/OPD/EOP

cc:

Subject: SF Domestic Partnership Law - Should Straights Be Excluded

----- Forwarded by Richard Socarides/WHO/EOP on 05/18/97 11:19 AM -----



Doug Case @ sdsu.edu
05/16/97 11:43:00 PM

Record Type: Record

To: Richard Socarides

cc:

Subject: SF Domestic Partnership Law - Should Straights Be Excluded

SAN FRANCISCO EXAMINER, May 16, 1997

(E-MAIL: sfexaminer@aol.com) (<http://www.examiner.com>)

Katz eyes partners law for gays only

Asks city attorney for opinion on excluding straights; such a change would face fierce fight

Rachel Gordon

OF THE EXAMINER STAFF

A plan to alter San Francisco's landmark domestic partners law and allow some companies to exclude straight couples is quietly resurfacing at City Hall - despite word a month ago that the proposal was dead.

Supervisor Leslie Katz has asked the city attorney to look into the possibility of a gay-only amendment, but isn't sure she'll propose it to her colleagues.

"It's something I'm exploring right now," Katz said.

The idea is that companies that now provide domestic partners benefits only to gay and lesbian employees could continue doing so without expanding the benefits to straight unmarried couples.

Without that provision, those companies that conduct business with The City would be violating the domestic partners law.

Should Katz propose the change, it would have to be approved by the Board of Supervisors and the mayor - and would include a "sunset" provision to expire after a specified length of time.

The City's law, which goes into effect June 1, requires those doing business with San Francisco to provide the same benefits to workers registered as domestic partners - gay or straight - as they do to married employees.

This week, the Air Transport Association, the lobbying arm of the nation's major airlines, sued in U.S. District Court to overturn the law. The

suit charges The City is illegally regulating an industry governed by federal law.

If Katz goes ahead with the amendment, she can expect a fight. Supervisor Tom Ammiano, a co-sponsor of the ordinance, opposes the proposal, saying it would weaken the law.

The politically powerful Harvey Milk Lesbian / Gay / Bisexual Democratic Club, which first suggested such a law, called the proposed change discriminatory.

"The queer community should not discriminate against straight people," club President Jeff Sheehy said.

The gay-only provision is being pushed by the Committee on Jobs, a lobbying group for corporate San Francisco, and some other business interests.

Committee on Jobs chief lobbyist Don Solem declined to specify what companies would benefit from the proposed change. He said the decision to urge a change was made collectively by the committee's members.

For example, The Gap, a committee member, has a same-sex only domestic partners policy but has no contracts with The City, said company spokeswoman Beverly Butler.

Ammiano said he'd be willing to consider an exemption on a case-by-case basis if a company made a legitimate appeal.

Solem said the law is an anti-discrimination ordinance written because gay people cannot legally marry in the United States.

The idea of forcing companies to extend benefits to unmarried straight couples "is a whole different issue."

"We've always thought that the same-sex issue was the primary intent of The City's law," Solem said this week.

The potential cost also concerns the business community. Studies have shown the majority of domestic partners beneficiaries are straight.

Katz said businesses that already have a same-sex domestic partners benefits policy should be given some slack.

"As a city we should reward employers who made efforts on their own to address discrimination," she said.

Eventually, Katz said, the exemption for those companies would end and they would have to extend domestic partners benefits to heterosexual employees.

Supervisor Susan Leal said she would support the amendment, agreeing companies that "have shown good faith by already offering domestic partners benefits for gay and lesbian employees" should get a break.

When a similar proposal surfaced last month, it was quickly dropped when opposition surfaced. At the time, Katz said, "This wasn't anything any of us cared passionately about, to be blunt. . . . It wasn't something we were going to go to the mat on."

The first proposal would have let city contractors limit the domestic partners benefits solely to gay employees. The new version would apply just to companies that already have such a plan in place.

Leal said she backed off last month because she didn't want a show of divisiveness among the board's gay and lesbian members. Ammiano, Leal and Katz are the board's gay members. Ammiano said he will not change his mind.

"The law is the law," he said. "Don't even mess with it."

Gay + lesbian -
fed employee benefits
(partner)

 Richard Socarides
04/28/97 09:48:14 AM

Record Type: Record

To: Elena Kagan/OPD/EOP
cc: Richard Socarides/WHO/EOP
Subject: Domestic partners

THE NEW YORK TIMES, April 27, 1997
PARTNER BENEFITS HAVE A SURPRISING LACK OF TAKERS
By Barbara Whitaker

Although businesses are increasingly offering health benefits to the partners of unmarried employees, few workers are taking advantage of the plans.

Participation was expected to be about 3 percent to 4 percent of the work force where such coverage was available, but it has turned out to range from half of a percent to 1 percent, said Andrew D. Sherman, a vice president in Boston for the Segal Co., an international benefits consulting firm that has worked with many companies on their plans.

Generally, the fight for such benefits has been led by gay activists. But unmarried heterosexual couples can also qualify under some of these company policies.

Hewitt Associates, a benefits consulting firm in Lincolnshire, Ill., has seen similar participation rates for partner policies, although it found that when heterosexual couples were included, the rate sometimes reached the expected 3 percent to 4 percent.

An estimated 500 companies, including IBM, Apple Computer, Walt Disney and Levi Strauss, as well as many colleges, universities, states and municipalities, now offer health and other benefits to domestic partners. By all accounts, the number has grown rapidly over the last two years. According to Hewitt, about 20 percent to 30 percent of these plans include both same-sex and heterosexual couples.

At Apple, participation has run well below the 5 percent predicted when the benefits program was first offered, in mid-1992. Gustavo De La Torre, director of multicultural programs there, said that only about 45 of the company's nearly 9,600 employees were using the program.

Xerox, which offers employees \$1,000 to buy health insurance on their own for a partner or dependent, said that only 200 of about 47,000 employees, or four-tenths of 1 percent, had signed up for that program. About half the participants are domestic partners.

So companies are finding that even though the benefits can be controversial, angering some conservative groups, they are not terribly expensive.

Why aren't more employees persuaded to take the benefits? In part, because both partners in the relationships tend to have jobs and access to health insurance on their own. That, De La Torre said, appeared to be the case at Apple.

Elizabeth Birch, executive director of the Human Rights Campaign, a Washington lobbying group on gay and lesbian issues, said there were several deterrents as well: unmarried employees generally have to pay tax on the value of their partner's benefits and lesbian and gay employees may be wary about revealing their sexual orientation to an employer out of fear of discrimination.

Clearly, cost is a big factor. The Internal Revenue Service considers benefits awarded to an unmarried partner as taxable compensation unless the partner qualifies as a "dependent," meaning that the employee provides more than half of the partner's financial support. Married couples do not owe taxes on such benefits.

"The income tax implications are a big disincentive," said Sherman, of Segal.

Jenifa Johnson, an employee of Apple Computer for 10 years, said she took advantage of Apple's health benefits for her partner for one year before canceling.

"I did not know how big the taxes were going to be," said Ms. Johnson, a project manager with a team that is developing software for Apple's Powerbook. "It ended up being about \$1,200 taken out of my paycheck," she said, in taxes based on the \$2,500 value the IRS put on her partner's benefits.

The taxes were deducted quarterly, meaning a hit of \$300 every three months.

Her partner, Bertina Bryant, now receives her own health insurance and other benefits as a high school English teacher, but she preferred the health coverage at Apple. Ms. Johnson said her Apple coverage allows her to visit the doctor of her choice and covers chiropractic care, among other things. Ms. Bryant's school policy requires her to use a health maintenance organization; the plan does not include vision care, and her dental benefits are half those of Apple's plan.

Because the dental plan was available separately at Apple, Ms. Johnson has continued that coverage for Ms. Bryant at a cost of about \$350 a year in additional taxes.

Taxes are not the only cost barrier. Some employees have found their companies' domestic-benefit premiums to be too expensive.

Lauren Black, who manages hardware testing and evaluation at Macworld magazine in San Francisco, found that health insurance for her partner would cost more through her company, the International Data Group, than from the outside. Her partner, Meredith Steiner, was unemployed, having been laid off from her job with a group raising funds to combat AIDS.

Through the company, the cost would have been \$76 a month, Ms. Black said, with an additional \$46 a month in taxes. The co-payment for each doctor's visit would have been \$5. But they found virtually the same coverage directly from a health maintenance organization for \$59 a month, with a \$15 co-payment for each doctor's visit.

Besides cost, there was another factor. Ms. Black said she would have had to change her choice of insurance provider because the domestic partner benefits were available only through a different provider.

But she remains a believer in the concept. "If I was looking to change jobs or go to another company, I'd look for a company that offers domestic partner benefits," she said.

Some supporters of such benefits complain that the tax burden creates an inequitable situation in the workplace.

"It's a matter of equal pay for work," said Richard Jennings, executive

director of Hollywood Supports, a group focusing on issues confronting gay people in the entertainment business. "Until the federal government starts recognizing where companies are today, people are not going to be able to take advantage of these benefits as heterosexuals can."

The disparity between married and unmarried couples is made more glaring because employers can treat their payments for health insurance as deductible business-related expenses, no matter the employee's relationship to the insured.

The Human Rights Campaign is studying the tax code to decide whether to mount some kind of challenge. "I think it would take Congressional action," Ms. Birch said.

For many employees, like Ms. Johnson and Ms. Bryant, the real value of partners' benefits is as a safety net if one of them loses a job.

Leslie Wright, a flavor analyst at the Coors Brewing Co. and a co-chairwoman of an employee group called the Lesbian and Gay Employee Resource, helped push the company to provide benefits to domestic partners, but she doesn't use them.

"My partner has full benefits with her company," Ms. Wright said. "If my partner wanted to change jobs, if I wanted to go back to school, I could feel more comfortable," because of the possibility of adding a partner to the health plan -- and perhaps passing the dependency test to be exempt from taxes.

Still, deciding whether to add a partner to a benefits plan is not just a question of dollars and cents. Ms. Birch and others say many gay and lesbian couples do not take advantage of the workplace benefits for their partners because they are afraid of employer discrimination.

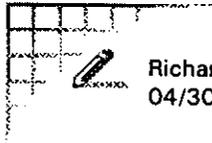
"There have to be basic workplace protections at the federal level," Ms. Birch said. "Today, you can be fired in 41 states simply because you're gay, lesbian or bisexual."

To make gay and lesbian workers feel more comfortable about applying for partners' benefits, Ms. Birch said, Congress needs to pass the Employment Nondiscrimination Act, which would add workplace protections for gay and lesbian employees.

Still, advocates of such measures say that adding benefits for unmarried partners is an important milestone, even if it is lightly used.

"Ten years ago if anyone had said to me I would be in a position where I could offer my partner benefits, I would have been surprised," said Robert L. Williams, co-chairman of the gay and lesbian employees group at Disney. "It's one step at a time."

Gay/lesbian -
fed. employee
benefits



Richard Socarides
04/30/97 01:32:47 PM

Record Type: Record

To: Elena Kagan/OPD/EOP
cc:
Subject: Tucson, AZ Extends DP Benefits to City Employees

----- Forwarded by Richard Socarides/WHO/EOP on 04/30/97 01:32 PM -----



dcase @ mail.sdsu.edu
04/30/97 12:19:00 PM

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To: Richard Socarides
cc:
Subject: Tucson, AZ Extends DP Benefits to City Employees

Arizona Daily Star, April 29, 1997
P. O. Box 26887, Tucson, AZ, 85726
(Fax 602-573-4141, print run 88,413)
(E-MAIL: letters@azstarnet.com)

Gay couples get medical benefits
By Joe Burchell

The City Council agreed to extend medical insurance benefits to gay and lesbian ``domestic partners'' of city employees yesterday but refused to do the same for unmarried straight couples.

The council voted 6-0 to approve the measure, which is expected to cost about \$27,000.

Councilman Steve Leal walked out of the room when the vote was taken. Leal said he didn't want to vote against the proposal, but wasn't prepared to support it yet because he said it didn't include adequate criteria for who is eligible for city insurance coverage and didn't include heterosexual couples.

Employees who want to add same-sex domestic partners to their insurance need only sign an affidavit that they are committed to a long-term monogamous relationship.

Leal said the city needs to require more of a commitment ``than just having the same mailing address.'' He said the city should study the policies of other governments that offer insurance to unmarried couples. Last month the Board of Supervisors agreed to extend insurance benefits to all unmarried domestic partners, but delayed final action until eligibility criteria are devised.

Leal said he feels limiting insurance benefits to homosexual couples

discriminates against other unmarried couples.

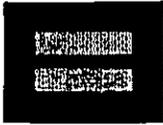
Mayor George Miller supported City Manager Luis Gutierrez's position that heterosexual couples have the option of getting married to qualify for dependent insurance coverage, which is an option homosexual couples don't enjoy.

Miller said the city should approve the proposal because the amount of money is ``insignificant'' and the city later can adopt strict criteria for who is eligible.

Extending coverage to all unmarried ``domestic partners'' would cost an estimated \$127,000. At the request of Councilman Michael Crawford, the city will continue to investigate that possibility.

Beverly Gin, a leader of the group of employees who asked the council to consider extending insurance benefits to same-sex domestic partners, said her group has no position on whether straight couples should get the same consideration.

But she urged the council to act quickly on the proposal for same-sex partners so they can sign up during the next open enrollment period for city insurance plans...



HUMAN
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CAMPAIGN

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WorkNet

Employers Providing Domestic Partnership Benefits*

As of April 4, 1997

*David
Kymms*

- | | |
|--|------------------------------------|
| AAA | Bureau of National Affairs |
| ABC, Inc. | CMP Publications |
| AFSCME Council 57 | CUNA Mutual Insurance Group |
| AFSCME Council 67 | CUNY - City University of New York |
| AFSCME Council 82 | Cadence Computer Software |
| AFSCME Local 829 | California Academy of Sciences |
| Actor's Fund of America | California Institute of Technology |
| Adamation, Inc. | California Pacific Medical Center |
| Adobe Systems | Cambridge Technology Group |
| <i>Adolph Coors</i> | Cambridge Technology Partners |
| <i>Advanced Micro Devices</i> | Carleton University |
| Agouton Pharmaceuticals | Carnegie Mellon University |
| American Association of University Prof | Celestial Seasonings |
| American Civil Liberties Union | Centura Software Corporation |
| → <i>American Express</i> | Charles Schwab & Company |
| American Friends Service Committee | Children's Hospital of Boston |
| American Library Association | Childrens' Healthcare Center |
| <i>American President</i> | City of Alameda (CA) |
| American Psychological Association | City of Ann Arbor (MI) |
| → <i>American Red Cross</i> | City of Atlanta (GA) |
| Amherst College | City of Baltimore (MD) |
| Anderson, Kill, Olick & Oshinsky | City of Berkeley (CA) |
| Antioch (New England) Graduate School | City of Boston (MA) |
| <i>Apple Computer</i> | City of Brookline (MA) |
| Arent, Fox Associates | City of Burlington (VT) |
| Atlantic Records | City of Cambridge (MA) |
| BARRA, Inc. | City of Carrboro (NC) |
| → <i>Bank of America</i> | City of Chapel Hill (NC) |
| Banyan Systems | → City of Chicago (IL) |
| Barnes & Noble | City of Cleveland Heights (OH) |
| Bay Area Air Quality Management District | City of Corvallis (OR) |
| Bay Area Rapid Transit | City of Delaware (NJ) |
| Bell Northern Research | City of Denver (CO) |
| Ben and Jerry's Homemade | City of East Lansing (MI) |
| Berkely Unified School District | City of Hartford (CT) |
| Beth Israel Medical Center | City of Iowa City (IA) |
| Blue Cross/Blue Shield of Massachusetts | City of Ithaca (NY) |
| Blue Cross/ Blue Shield of NH | City of Laguna Beach (CA) |
| Borland International | City of Las Angeles (CA) |
| Boston Consulting Group | City of Madison (WI) |
| Boston Globe | City of Middlebury (VT) |
| Bowdoin College | City of New Orleans (LA) |
| Brooklyn Law School | → City of New York (NY) |
| Brown University | City of Oakland (CA) |

City of Olympia (WA)	DreamWorks SKG
City of Portland (ME)	Duke University
City of Rochester (NY)	E! Entertainment Television
City of Sacramento (CA)	Eastern Mountain Sports
City of San Diego (CA)	→ Eastman Kodak
City of San Francisco (CA)	Egghead Software
City of Santa Cruz (CA)	El Al Israel Airlines
City of Seattle (WA)	Emory University
City of Shorewood Hills (WI)	Entertainment Radio Network
City of Springfield (MA)	Episcopal Diocese of Newark
City of St. Paul (MN)	Federal National Mortgage Association
City of Takoma Park (MD)	Field Museum of Natural History
City of West Hollywood (CA)	First Tech Computer
City of West Palm Beach (FL)	Florida International University
Clark University	Focus Homes, Inc.
Colby College	Fox Broadcasting
College of William and Mary	Frame Technology
Columbia University	Fred Hutchinson Cancer Research Center
Committee of Interus and Residents	Gap, Inc.
Computer Associates International	Gardner's Supply Company
Consumer's Union	Genentech
Cooley, Godward, Castro, Huddleston & Tatum	Georgia State University
Cornell University	Glaxo Wellcome
Coudert Brothers	Greenpeace
County of Alameda (CA)	Grinnell College
County of Dane (WI)	Group Health CO-OP of Puget Sound
County of Hennepin (MN)	Hamilton College
County of King (WA)	Harvard Community Health Plans
County of Los Angeles (CA)	Harvard School of Law
County of Marin (CA)	Harvard University
County of Multnomah (OR)	Heller, Ehrman, White & McAuliffe
County of San Francisco (CA)	Herman Miller
County of San Mateo (CA)	→ Hewlett-Packard
County of Santa Cruz (CA)	Holland & Knight
County of Travis (TX)	Hotel Workers Union - Local 26 (Boston)
County of Wayne (MI)	Hotel & Restaurant Employees Union (San Fran)
Covington & Burlington	Howrey & Simon
Cray Research	Human Rights Campaign
Creative Artists Agency Inc.	ICM Mortgage Corp.
Dana Farber Cancer Institute	Indiana University
Dartmouth University	Informix Software
David Sarnoff Research Center	Intel, Inc.
DeAnza Community College	Interleaf
Debevoise and Plimpton	International Brotherhood of Electrical
Denison University	→ International Business Machines (IBM)
Dewey Ballantine	International Data Corporation
Dickinson College	Ithaca College
Director's Guild-Industry Health Fund	Jet Propulsion Lab
Discovery Channel	Jewish Community Centers Association

Joseph E. Seagram & Sons
 KQED Radio
 Kaiser-Permanente
 Keene State College
 Lambda Legal Defense Fund
 Latham & Watkins
 LeBoeuf, Lamb, Greene & MacRae
Levi Strauss & Company
Lincoln National
 Los Angeles Philharmonic Association
 Lotus Development
 Lucas Films
 MCA Universal Studios
 MGM/UA
 Mary Washington College
 Massachusetts Institute of Technology
 McCutchin, Doyle, Brown & Eversen
 McGill University
 → *Microsoft*
 Middlebury College
 Millbank, Tweed, Hadley, & McCloy
 Minnesota Star Tribune
 Mintz, Levin, Cohn Ferris, Glosky & Popeo
 Mission College
 Moorehead State University
 Morrison & Foerster
 Mount Sinai Hospital
NYNEX
 National Center for Lesbian Rights
 National Conference of Christians
 National Gay & Lesbian Task Force
 National Organization for Women
 National Public Radio
 NeXT Software, Inc.
 New England Medical Center
 New York Law School
 New York Times Guild Benefits Fund
 New York University
Nike, Inc.
 North Dakota University
 Northeastern University
Northern States Power
 Northwestern
 Novell
 Oakland Children's Hospital
 Oberlin College
 Occidental College
 Ohio State University
 Oil and Chemical Atomic Workers

Oracle
 Oracle Complex Systems
 Organic Online
 Orrick, Herrington & Sutcliffe
Pacific Enterprises
 Para Transit
 Paramount Pictures
 Park Nicolet Medical Center
Pathmark Stores, Inc.
 Pillsbury, Madison & Sutro
 Pitzer College
 Planned Parenthood Federation of America
 Pomona College
 Portland Cable Access
 Princeton University
Principal Mutual Life Insurance
 Proskauer Ross Goetz & Mendelsohn
 Quark
 Recreational Equipment Inc (REI)
 Rockefeller University
 Rutgers University
 Saddleback Memorial Center
 San Francisco Chronicle
 San Francisco Examiner
 San Francisco Giants
 Santa Cruz Operations
 Schiff, Hardin & Waite
 Scholastic
 Seattle City Light
 Seattle Mental Health Institute
 Seattle Public Library
 Seattle Symphony Orchestra
 Seattle Times
 Shaw, Pittman, Potts & Trowbridge
 Showtime Networks, Inc.
Silicon Graphics
 Simmons College
 Skadden, Arps, Slate, Meagher & Flom
 Smith & Hawken
 Smith College
 Sony Pictures Entertainment
 Southern California Gas Company
 Springfield College
St. Paul Companies
 Stanford University
 Starbucks Coffee Company
 State of Massachusetts
 State of New York
 State of Vermont

State Bar of California
 State University of New York System
 Steptoe & Johnson
 Sullivan & Cromwell
Sun Microsystems
 Swarthmore College
 Sybase
 Syracuse University
 Tanbrands
 Teachers' College of Columbia University
Tele-Communications, Inc.
 Thomas Jefferson University & Hospital
 → *Time Warner*
 Tufts University
 U S West
 Union Theological Seminary
 Union of American Hebrew Congregations
 Unitarian Universalist Committee
 United Airlines, Inc.
 United University Professors
 University of Alaska
 University of British Columbia
 University of California at Irvine
 University of California at Los Angeles
 University of California at Santa Cruz
 University of Chicago
 University of Colorado
 University of Denver
 University of Iowa
 University of Michigan
 University of Minnesota
 University of New Mexico
 University of Pennsylvania
 University of Pittsburgh
 University of Tampa
 University of Vermont
 University of Washington
 University of Wisconsin
 Vermont Girl Scouts Council
Viacom, Inc.
 Village of Oak Park (IL)
 Village Voice
 WGBH Public Television
 WQED Radio
 Wachtell, Lipton, Rosen & Katz
 Wainwright Bank
 Walker Art Center
Walt Disney
 Warner Brothers

Washington State University
 Wayne State University
 Wellesley College
 → Wells Fargo Bank
 Wesleyan University
 Williams College
 Working Assets Funding Service
 Wright State University
 Wyatt Company
 → *Xerox Corporation*
 Yale University
 Ziff-Davis Publishing

4/4/97

*Living Document
Fortune 500 in italics.

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File - Gay/Lesbian -

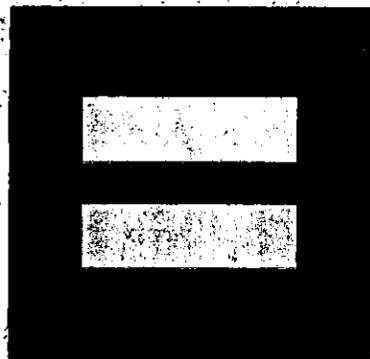
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Benefits

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**HUMAN
RIGHTS
CAMPAIGN**

**PHOTOCOPY
PRESERVATION**

The State of the Workplace for Gay and Lesbian Americans

*Why Congress Should Pass the Employment
Non-Discrimination Act*

A Special Report
of the Human Rights Campaign's
WorkNet

July 1996



**HUMAN
RIGHTS
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Foreword

No one should be hired or fired, promoted or passed over for promotion for being gay or lesbian. This is basic employment fairness, and most Americans agree: That's the way it should be. Unfortunately, that's not the way it is. Each year, uncounted Americans are denied job opportunities, fired, harassed or otherwise discriminated against at their jobs merely because of their sexual orientation. Those who suffer through such experiences have no recourse under federal law or the U.S. Constitution.

Most people do not know this is the case. Poll after public opinion poll has shown that the vast majority of people believe that gay men and lesbians should not face job discrimination because of their sexual orientation. Some of the same polls have also shown that almost as many people think civil rights laws protect gays against this kind of treatment. [See Figure 1] But in all save nine states and a handful of communities with non-discrimination laws, employers can legally discriminate against employees or prospective employees solely because of their sexual orientation. And, as the Human Rights Campaign has documented, many have, without shame or fear of legal sanction.¹

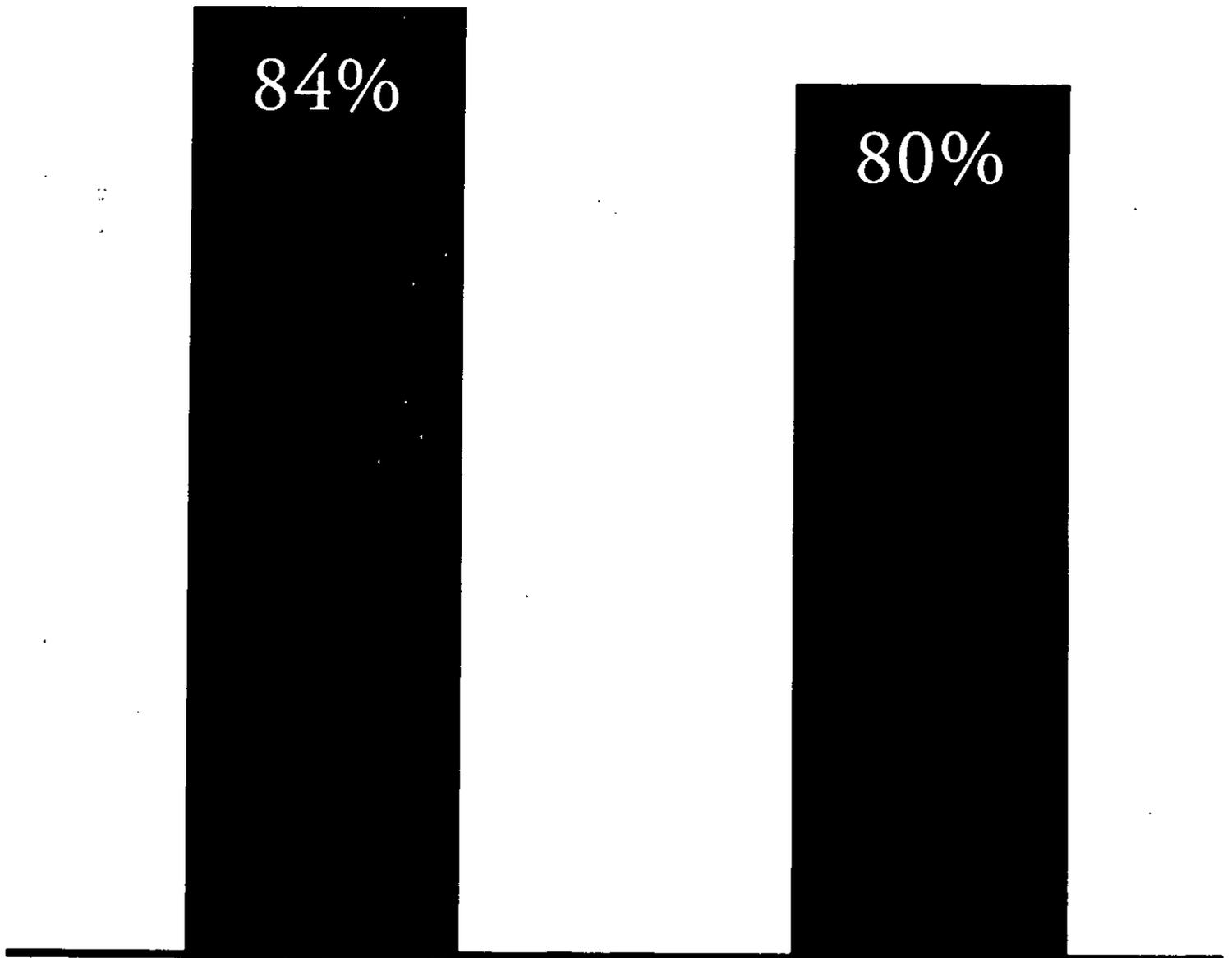
Some in Congress have attempted to address this unfairness through the introduction of the Employment Non-Discrimination Act, legislation that would prohibit discrimination in the workplace based on sexual orientation. The basic premise of ENDA mirrors a trend that is slowly but inexorably spreading in workplaces from coast to coast — the move toward voluntarily adopting workplace policies forbidding discrimination based on sexual orientation. The Human Rights Campaign has documented more than 600 U.S. employers that have such policies today, from corporate giants whose names are instantly recognizable — IBM, Disney, Quaker Oats, Eastman Kodak — to smaller, forward-thinking entrepreneurial firms, such as Ben & Jerry's, Starbuck's and Genentech.

This is a minuscule fraction of the 6.8 million private and public workplaces in America,² which is why passing ENDA is so important. When that happens, the workplace playing field would become immediately level for virtually all Americans — those minorities who are already protected by federal law, such as African-Americans, women and the disabled, and finally for gay men, lesbians and bisexuals.

¹ In one of the most flagrant cases, a federal court ruled that a Detroit postal worker who was harassed and beaten at work had clearly suffered discrimination because he was gay. However, the court found, "homosexuality is not an impermissible criteria on which to discriminate" under Title VII of the Civil Rights Act. "These actions, although cruel, are not made illegal by Title VII, the judge wrote. [Dillon v. Frank, 1192 U.S. App. LEXIS 766 (6th Cir. 1992).] HRC has collected numerous other case histories, which it is willing to share with the media and the public.

² The number of workplaces that paid into the unemployment system in 1994, according to the U.S. Department of Labor.

Figure 1



Percentage of Americans who think there should be equal rights in terms of job opportunities

Percentage of voters who do not realize there is no federal law protecting gay and lesbian Americans from being fired from their jobs because of their sexual orientation

From a *Newsweek* poll of 779 adults surveyed by phone on May 22-23, 1996. Margin of error was +/- 4 percentage points

From a poll of 800 adults conducted by Mellman Lazaraus Lake Inc. for HRC in May 1995. The poll had a margin of error of +/- 3.5 percentage points.

Introduction and Key Findings

Currently, the workplace is a minefield for many gay and lesbian workers. Gay workers are protected in only a handful of states and jurisdictions:

- Nine states — California, Connecticut, Hawaii, Massachusetts, Minnesota, New Jersey, Rhode Island, Wisconsin and Vermont — and the District of Columbia have comprehensive laws prohibiting discrimination based on sexual orientation.
- Eight states — Colorado, Louisiana, Maryland, New Mexico, New York, Ohio, Pennsylvania and Washington — have executive orders that bar discrimination in public employment based on sexual orientation.
- Two states — Illinois and Michigan — have state civil service rules prohibiting discrimination based on sexual orientation.

Recognizing this intrinsic unfairness, a bipartisan group of congressional leaders introduced the Employment Non-Discrimination Act in 1994. The lead sponsors of the bill were Sens. Edward M. Kennedy, D-Mass., and John Chafee, R-R.I., and Reps. Gerry Studds and Barney Frank, both Massachusetts Democrats. Under Kennedy's chairmanship, the Senate Labor Committee held a hearing on ENDA, the first Senate hearing ever on a gay civil rights bill. However, ENDA was not reported out of committee before the 103rd Congress adjourned.

ENDA, which has been endorsed by a broad coalition of corporations, religious leaders, labor groups and other civil rights organizations,³ was reintroduced in the 104th Congress in June 1995.⁴ It attracted even more original cosponsors under the Republican-controlled Congress than the Democratic, a testament to the spreading public sentiment that the measure represents basic job fairness. In October 1995, President Clinton endorsed ENDA, becoming the first president in American history to support passage of a gay civil rights bill. And, contrary to the conventional wisdom, the 104th Congress scheduled a hearing on the bill for July 1996, so the measure continues to engage the interest of Congress.

HRC was instrumental in the drafting of ENDA and established a workplace project, called WorkNet, to support the efforts of corporations, gay and lesbian employee groups and individuals striving to make equal opportunity in the workplace a reality for all. Through WorkNet, HRC has established itself as a clearinghouse for information on workplace and corporate issues that touch the lives of lesbian and gay employees. WorkNet's objective is to collect and distribute gay and lesbian employment information and tools, including workplace success stories and company policies, to educate the public. Our vision is an America where lesbian and gay people are ensured of their basic equal rights — and can be open, honest and safe at home, at work and in the community.

³ See Appendix 1 for a list of endorsers.

⁴ See Appendix 2 for a summary of ENDA.

Among WorkNet's key findings to date regarding the state of the workplace for gay and lesbian Americans:

- HRC has documented 648 employers that have non-discrimination policies that include sexual orientation;
- Among them are more than half of the Fortune 500 — a total of 251;
- A majority of members of Congress in both the Senate and House of Representatives have non-discrimination policies that include sexual orientation;
- HRC has identified 165 cities and counties that prohibit discrimination based on sexual orientation;
- HRC has identified 313 employers that have adopted same-sex domestic partner benefits;
- HRC has identified 103 companies that have gay and lesbian employee support groups.

Non-Discrimination Policies: A Cost-Free Benefit Whose Time is Here

In 1974, IBM made human resources history by becoming the first corporation to adopt a written non-discrimination policy that included sexual orientation. The company applies this policy not only to its hiring and recruitment but to its public pronouncements and philanthropic activities. The current IBM chairman, Louis Gerstner, expanded upon the company's equal employment opportunity policy by writing to all employees: "Implicit in our policy is a working environment free of harassment based on sex or sexual orientation, race or ethnic origin, religion, age, disability or veteran status. In respecting and valuing the diversity among our employees and all those with whom we do business, managers are to ensure a work environment free of all forms of discrimination and harassment."

Around the same time as IBM adopted its policy, visionary city leaders and state legislators began to enact similar non-discrimination laws under their jurisdictions beginning with East Lansing, Mich., in 1972. Wisconsin became the first state to do so, in 1982.

In the years since, gay and lesbian Americans have made dramatic strides toward fairness and inclusion in everyday life. As many of us have blasted out of our closets, we have debunked myriad stereotypes about gays and become "real people" to our families, our friends and our co-workers. Indeed, HRC's own polling has shown that more than half of all Americans now say they know someone who is gay. (Compare this to a Newsweek poll that found that only 22 percent said in 1985 that they knew someone gay.) HRC's polling has also shown that people who know someone who is gay or lesbian are far more likely to support equal rights for gay people; a total of 80 percent of Americans who know someone gay have said they are more likely to support equal rights, according to a poll conducted by Lake Research Inc. in May 1995.

American business leaders have recognized that adopting policies protecting their gay and lesbian workers from discrimination is among the best ways employers can remind these employees that they are acknowledged, welcome and valued. In an increasingly competitive global marketplace, the existence of these policies can ensure that the best and brightest stay with a company regardless of their sexual orientation. The atmosphere fostered by such policies increases productivity and profits by allowing a company to tap the skills and talents of all members of the workforce.

And these policies⁵ come at virtually no cost to employers. In a July 26, 1994, letter, Xerox Chairman Paul Allaire wrote to then-Senate Labor Committee Chairman Kennedy, endorsing enactment of ENDA: "Enhancing our work environment to prohibit discrimination on the basis of sexual orientation has not added any financial cost to our organization. Instead, we believe our philosophy and practice of valuing diversity brings financial benefits to the workplace by encouraging full and open participation by all employees."

⁵ See Appendix 3 for a list of employers with non-discrimination policies that include sexual orientation

⁶ See Appendix 4 for the Fortune 500 survey results.

Domestic Partner Benefits:

Another Tool To Demonstrate Basic Job Fairness

In 1991, Lotus Corporation became the first publicly held company to offer benefits to the domestic partners of its gay and lesbian employees, just as it had traditionally offered benefits to the legal spouses of its married employees. Since then, hundreds of companies, both large and small, have implemented same-sex domestic partnership policies as a matter of basic job fairness. Many of these companies have also found that such benefits help them attract and keep creative, motivated and productive employees. To date, HRC has identified 313 employers — from universities to unions to corporations — that offer same-sex domestic partner benefits. They include: Time-Warner, Levi Strauss, Kaiser Permanente, Hewlett Packard, Sun Microsystems, Apple Computer, Microsoft, Northern Telecom, Quark, Genentech, Ben & Jerry's, Xerox and the Walt Disney Company.¹⁰

In addition to private employers, there are now scores of cities, counties and universities across America (with a clear edge given to California, Massachusetts and Minnesota) that also offer same-sex domestic partner benefits. In their 1995 book on gay workplace issues¹¹ authors Liz Winfeld and Susan Spielman estimated that each week, anywhere from one to three employers are adding some form of domestic partner benefits.

These numbers raise the question of why employers are not moving more swiftly to offer domestic partner benefits.¹² HRC believes there are several reasons, including the fact that many corporate managers and human resource specialists seem to feel there is scarce demand or need to extend such benefits. For the most part, they do not yet acknowledge or appear to recognize the sizeable numbers of gay employees in their midst.

Many have also expressed uncertainty about the cost of such coverage. Behind this question lies the fear of costly diseases such as AIDS and a misperception that the partners of gay employees will disproportionately tilt the company's rising health insurance expenses.

What has real world experience shown? Hewitt Associates, a nationally recognized employee benefits consulting firm, published its own research on this point in 1994¹³ concluding that: "contrary to warnings and predictions by insurers and others, extending coverage to domestic partners has not resulted in statistically significant differences in cost." This conclusion was corroborated by the Bureau of National Affairs as early as 1991 in its report, "Recognizing Non-Traditional Families," and by the city of Seattle, which announced that its domestic partner coverage actually resulted in lower per-capita costs than for legally married spouses.

¹⁰ See Appendix 8, a list of companies offering same-sex domestic partner benefits.

¹¹ "Straight Talk about Gays in the Workplace," American Management Association.

¹² It should be noted that ENDA would not mandate that employers offer domestic partner benefits to their gay and lesbian workers.

¹³ Research Paper, "Domestic Partners and Employee Benefits 1994," Hewitt Associates, Lincolnshire, Ill.

In 1996, HRC's WorkNet conducted the most exhaustive survey ever of the Fortune 500 to determine how many have non-discrimination policies that include gay men and lesbians.⁶ The survey found:

- 251 have such policies. They include some of the most recognizable names in business, such as Time-Warner, American Express, Coca-Cola, Johnson & Johnson, Walt Disney, Levi Strauss, Quaker Oats, Apple Computer, Xerox, Colgate Palmolive, Reebok, Sara Lee, Eastman Kodak and Pfizer.

- 91 do not have such policies. They also include some of the best-known names in business, such as Chrysler, Nike, Pennzoil and Reader's Digest Association.

- 158 did not answer HRC's survey.

In addition to the hundreds of companies that have adopted non-discrimination policies, numerous trade organizations, state and local governments and at least 67 of the 100 largest U.S. law firms have policies in place that explicitly prohibit discrimination based on sexual orientation.⁷ HRC has also identified 165 cities and counties across the nation that have policies to protect lesbians and gay men from discrimination.⁸

Many members of Congress have also recognized the importance of fairness within their own offices. In 1993, in response to a report in the *Tulsa World* that three members of the Oklahoma congressional delegation would not hire gays, HRC began the first survey of members to determine which had non-discrimination policies that included lesbians and gay men.

By the following February, HRC had confirmed that 225 House members had such policies. In June 1994, HRC released a survey of Senate offices, which had found that 71 senators — a majority of both Democrats and Republicans — had such policies. Later that month, ENDA was introduced in the 103rd Congress.

HRC updated that survey in 1996 and found that in the 104th Congress, a majority of members in both chambers have non-discrimination policies that include sexual orientation. Currently, 66 of the 100 senators and 238 of the 435 members of the House have such policies.⁹ We believe it is fair to say that the mere fact that HRC conducted these surveys and publicized their results spurred some members of Congress to adopt such policies.

⁷ See Appendix 5 for a list of the largest law firms with non-discrimination policies that include sexual orientation.

⁸ See Appendix 6 for a list of cities and counties with policies.

⁹ See Appendix 7, a list of House and Senate offices with such policies.

The Hewitt report went even further to note that actual experience with same-sex domestic partner coverage resulted in a lower cost than originally estimated. Among the reasons Hewitt found were that many of the most visible gay and lesbian employees — those who have enough confidence to enroll their domestic partners — tend to be younger and therefore healthier. Enrollment rates tend to be lower than anticipated because many gay partners appear to have their own benefits plans with their employers. The pregnancy rates among gay employees are extremely low, and the increased risk of HIV infection and AIDS among male partners seems to be offset by a decreased risk among lesbian couples. The Hewitt study found that on average only 2 percent to 3 percent of all employees elect domestic partner coverage from their employers when given the chance (while most employers expect or assume sign-ups of 10 percent or more.)

The Hewitt research also cited federal data that measured the average lifetime medical cost of HIV treatment in 1994 as \$119,000 per patient.¹⁴ By comparison, the cost of a kidney transplant can be as high as \$200,000 and the cost of premature infant care can run between \$50,000 to \$1 million, Hewitt found. And the average cost per cancer case can range between \$30,000 and \$100,000, the study found.

It is very important to keep in mind that federal tax law also plays a significant role in discouraging gay employees from taking advantage of domestic partner benefits. Generally speaking, under current law, the dollar value of benefits such as employer-provided health insurance is not taxable income to the employee or to the employee's legal spouse or legal dependents.

But because the states do not offer legal status, such as marriage, to the domestic partners of gay men and lesbians, the value of any health insurance coverage or similar benefit is considered additional compensation and therefore taxable to the employee. Simply put, if gay employees accept the insurance coverage for their domestic partners, they owe additional federal tax, which is not owed by heterosexual workers who are married and have legal dependents. It is safe to predict that this disparity is not likely to be addressed or reformed by Congress for some time.

It is likely that the demand for equal benefits in the workplace will grow as more lesbian and gay workers insist on non-discrimination in fact as well as in word. In 1995, gay workplace consultants Jay Lucas and Mark Kaplan surveyed 600 lesbian and gay employees at Fortune 500 companies and with Bell Labs. Most were members of a gay and lesbian employee group at their company. Two-thirds reported that domestic partnership benefits, especially health coverage, were "very important" to them, and another 22 percent said they were "somewhat important." Sixty-six percent also said that their sexual orientation will "probably" (26 percent) or "definitely" (40 percent) affect their choice of future employers. These attitudes are clearly changing the way employees look at their family lives and at the quality of their jobs. And these convictions no doubt will make a very strong difference in how companies treat their employees in the years ahead.

¹⁴ HRC recognizes that the cost of treatment clearly needs to be reassessed in light of the recent approval of costly new combination drug therapies that appear to extend the lives of people with HIV and AIDS.

Gay, Lesbian and Bisexual

Employee Resource and Support Groups

In the world of business, with competition so fierce and the differences between products and services often minute, one of the greatest advantages one company has over another is its people. As Spielman and Winfeld point out, "for businesses and corporations, a supportive stance results in becoming an employer of choice for many people — not just gay people but for all concerned about a fair, equitable and non-hostile work environment."

While at each company the path may vary, the emergence of gay, lesbian and bisexual employee support groups has been pivotal in bringing workplace inequities to the attention of management. Many of the strides detailed in this report were the direct result of groundwork laid by gay and lesbian employee groups. Employee resource and support groups have also sprung up to address issues surrounding gender, race, religion and disability. These also work with management to build a more equitable, and consequently happier, organization.

Gay, lesbian and bisexual employee groups usually form within organizations because these workers want to share with each other their concerns and ideas about policies, benefits, hiring, firing, promotions and perhaps even marketing opportunities for the company.¹⁵ Such groups, especially when sanctioned, also make it easier for gay employees to approach management with ideas or concerns regarding their place within the organization. The most successful employee resource groups are those whose mission reaches beyond demanding equal rights to working in concert with their employers to achieve shared goals.

At the Walt Disney Company, for example, the employee group has held forums on topics ranging from gay-bashing radio to partisan politics to domestic partnership benefits. Its mission statement is: "to provide a social and professional forum to foster peer acceptance and support for the gay and lesbian employees of the Walt Disney Company." And the company has a strong policy of treating its gay and lesbian employees equally — so strong that the Southern Baptist Convention voted earlier this year to boycott Disney because it offers domestic partnership benefits to its gay employees.

Following the march on Washington for gay, lesbian and bisexual equal rights in 1987, a group of AT&T employees created an informal support group to see if they could put to work the inspiration they experienced during the march. In 1992, a national structure was created to join individual chapters of what came to be called LEAGUE (Lesbian, Bisexual and Gay United Employees), which is the vehicle of communication between gay, lesbian and bisexual employees and management at AT&T.

LEAGUE adopted the following vision statement: "To share the AT&T values, we commit ourselves to advancing changes that will help people respect and value lesbian, bisexual and gay employees and further AT&T's quest for excellence and customer satisfaction."

Today, LEAGUE's 20 chapters and 1,000 members join six other employee resource groups as a key element of the diversity initiatives of AT&T. LEAGUE provides access to all levels of AT&T management, professional development courses and conferences and an annual national meeting. Additionally, the group sponsors "The Safe Place Program," which provides a safe haven for gay issues to be discussed with management without fear of retribution.

¹⁵ See Appendix 9 for a list of corporations with gay and lesbian employee groups.

At Xerox Corp., GALAXe is a formal organization open to all employees who are gay, lesbian or bisexual, or who support gay, lesbian and bisexual concerns. The mission of this self-governing group is: "to offer support and visibility within Xerox, and to provide an official point of contact between its membership, Xerox Corporation, and other gay, lesbian and bisexual organizations outside Xerox."

Working with management, the group was instrumental in persuading Xerox to change the company definition of "family" to include domestic partners, both same-sex and opposite-sex. Thus, gay Xerox employees and their domestic partners are entitled to the same benefits in the areas of medical leave, personal time off, relocation, child care resources and referral, elder care consultation and referral and employee assistance programs.

Conclusions

As more and more gays and lesbians come out on the job, it is apparent that many managers are uncertain how to address their needs in the workplace. The simple answer to the question of what do gay workers want is this: Fairness. Some courageous, forward-thinking employers are well along the way to offering us fairness, but many are lagging behind, perhaps waiting to see what their competitors will do.

HRC urges all employers to step up to this challenge and extend gay and lesbian employees and their families all the same benefits that are now offered to heterosexual employees and their families.

We also urge Congress to pass the Employment Non-Discrimination Act this year, and we urge President Clinton to keep his commitment and sign it.

Finally, we encourage lesbian and gay workers and their friends everywhere to continue to ask their employers for equitable benefits and recognition of them as full human beings. To those of you who need help or moral support, we recommend that you contact WorkNet at the Human Rights Campaign, 1101 14th St., N.W., Suite 200, Washington, DC 20005. 202.628.4160. And visit our Website at <http://www.hrcusa.org>.

Appendix One

Corporations Endorsing ENDA

Apple Computer

AT&T

Bankers Trust

Bank of Boston

Ben and Jerry's Homemade

Bethlehem Steel Corporation

Borland International

Digi-Net Syndication

Eastman Kodak

First Bank System

Genentech

Harley Davidson

Hill and Knowlton

Inland Steel Industries

Louis Dreyfus Energy Corporation

Merrill Lynch

Microsoft

Northern States Power Company

Nynex Corporation

Pacific Gas and Electric

Pacific Telesis Group

Polaroid

Prudential Insurance Company

Quaker Oats Company

Quark

RJR Nabisco

Silicon Graphics

Xerox

Organizations Endorsing ENDA

Actors Equity Association

AFL-CIO

Amalgamated Clothing & Textiles Worker's Union

American Association of University Professors

American Association of University Women

American Bar Association

American Civil Liberties Union

American Ethical Union

American Federation of Government Employees--

AFL-CIO

American Federation of State, County, & Municipal
Employees

American Federation of Teachers

Americans for Democratic Action

American Friends Service Committee

American Jewish Committee

American Postal Workers Union

American Psychological Association

American Nurses Association

Anti-Defamation League

Association of Flight Attendants

Bazelon Center for Mental Health Law

Center for Women Policy Studies

Church of the Brethren

Church Women United

Common Cause

Communications Workers of America

Episcopal Church

Federally Employed Women, Inc

Hadassah, WZOA

Human Rights Campaign

International Association of Machinists and
Aerospace Workers

International Union of Electronic Workers --
AFL-CIO

International Association of Fire Fighters

Jewish Women International (formerly B'nai B'rith
Women)

Leadership Conference on Civil Rights

LLEGO

LIFE Lobby

Lutheran Office for Governmental Affairs --
Evangelical Lutheran Church in

Mexican American Legal Defense and Educational
Fund

National Black Caucus of State Legislators

National Conference of Black Mayors

National Council of Churches

National Council of Churches in Christ in the USA

National Council of Jewish Women

National Council of La Raza

National Education Association

National Employment Lawyers Association
National Gay and Lesbian Task Force
National Puerto Rican Coalition
National Women's Law Center
North Georgia United Methodists
NOW Legal Defense and Education Fund
Organization of Chinese Americans
People for the American Way
Presbyterian Church (USA)
Project Equality, Inc
Puerto Rican Legal Defense and Education Fund
Service Employees International Union
UAW
Union of American Hebrew Congregations,
Religious Action Center

Union of Needletrades, Industrial, and Textile
Employees
Unitarian Universalist Association
United Automobile, Aerospace & Agricultural
Implement Workers of America
United Church of Christ (Office for Church in
Society)
United Methodist Church, General Board of
Church and Society
Women Employed
Workman's Circle Branch 92/494E
YWCA of the USA

Appendix 2

Summary of the Employment Non-Discrimination Act (S.932/H.R. 1863)

The Employment Non-Discrimination Act (ENDA) extends federal employment discrimination protections currently provided based on race, religion, gender, national origin, age and disability to sexual orientation. Thus, ENDA extends fair employment practices -- not special rights -- to lesbians, gay men, bisexuals and heterosexuals.

ENDA prohibits employers, employment agencies, and labor unions from using an individual's sexual orientation as the basis for employment decisions, such as hiring, firing, promotion, or compensation.

Under ENDA, covered entities cannot subject an individual to different standards or treatment based on that individual's sexual orientation (real or perceived) or discriminate against an individual based on the sexual orientation of those with whom the individual associates.

The "disparate impact" claim available under Title VII of the Civil Rights Act of 1964 is not available under ENDA. Therefore, an employer is not required to justify a neutral practice that may have a statistically disparate impact on sexual orientation.

ENDA exempts small businesses, as do existing civil rights statutes, and does not apply to employers with fewer than 15 employees.

ENDA exempts religious organizations, including educational institutions substantially controlled or supported by religious organizations.

ENDA prohibits preferential treatment, including quotas, based on sexual orientation.

ENDA does not require an employer to provide benefits for the same-sex partner of an employee.

ENDA does not apply to the uniformed members of the armed forces and thus does not affect current law on lesbians and gays in the military.

ENDA provides for the same remedies (injunctive relief and damages) as are permitted under Title VII and the Americans with Disabilities Act (ADA).

ENDA applies to Congress, with the same remedies as provided by the Congressional Accountability Act of 1995.

ENDA is not retroactive.

Appendix 3

Employers with Non-Discrimination Policies that Include Sexual Orientation

AAA
AMR
AST Research
Abbott Laboratories
Acuson
Adobe Systems
Adolph Coors
Advanced Micro Devices
Agouron Pharmaceuticals
Air Products & Chemicals
Airtouch Communications
Alberto-Culver
Albertson's
Alexander & Alexander Services
Alexander and Baldwin
Allegheny College
Allergan
Allied Signal
Alma College
Altera
Amdahl
Amerada Hess
America West Airlines
American Airlines
American Civil Liberties Union
American Conservatory of Music
American Cyanamid
American Electric Power
American Express
American Friends Service Committee
American Postal Workers Union AFL-CIO
American President
American Psychological Association
American Telephone & Telegraph
American University
Ameritech
Amgen
Amherst College
Amoco
Amrion
Andersen Consulting
Ann Taylor Stores
Antioch College
Antioch University (New England)
Antioch University (Seattle)
Antioch University (Southern Cal.)
Aon
Apogee Enterprises
Appalachian State University
Apple Computer
Arizona Public Service
Arizona State University
Armstrong World Industries
Arrow Electronics
Arvin Industries
Asbil & Breenan
Ashland Petroleum
Associated Insurance
Atlantic Richfield
Automatic Data Processing
Avery Dennison
BARRA
Babson College
Baker & Botts
Baker & McKenzie
Ballard, Spahr, Andrews & Ingersoll
Baltimore Gas and Electric
Banc One
Bank of Boston
Bank of California
Bank of New York
BankAmerica
Bankers Trust New York
Banyan Systems
Barnard College
Bashas
Bates College
Baxter International
Bay View Capital
Bay View Federal Bank
Bear Stearns
Becton Dickinson
Bell Atlantic
Bell Northern Research
Bemis
Ben and Jerry's Homemade
Beneficial
Bergen Brunswig
Berkeley Unified School District
Bethlehem Steel
Bloomsburg University
Blue Cross/Blue Shield of Massachusetts
Boatmen's Bancshares
Body Shop

Borland International
Boston Edison
Boston Scientific
Bowdoin College
Brandeis University
Bristol-Myers Squibb
Brobeck, Phleger & Harrison
Brooklyn College
Brooklyn Union Gas
Brown University
Bryn Mawr College
Bucknell University
Bureau of National Affairs
CBS
CMP Publications
CMS Energy
CNA
CUNA Mutual Insurance Group
Cadwalader, Wickersham & Taft
California Federal Bank
California Institute of Technology
California State University
Calloway Golf
Campbell Soup
Capital Cities/ABC
Carleton College
Carnegie Group
Carnegie Mellon University
Case Western Reserve University
Catholic University of America
Celestial Seasonings
Central & South West
Ceridian
Chadbourne & Parke
Charles Schwab & Company
Chase Manhattan
Chemical Banking
Chevron
Chicago School of Professional Psychology
Children's Hospital of Boston
Children's Television Workshop
Chiron
Chubb
Cigna
Cisco Systems
Citicorp
Citizens Fidelity Bank
City National
Claremont McKenna College
Clarion University
Clarix
Clarkson University
Cleary, Gottlieb, Steen & Hamilton
Clorox
Coca-Cola
Coherent
Colby College
Colgate Palmolive
Colorado College

Columbia College (IL)
Columbia University
Comdisco
Comerica
Commerce Clearing House
Commonwealth Edison
Compatible Systems
Computervision
Conrail
Consolidated Natural Gas
Consolidated Papers
Control Data
Convex Computer
Coopers & Lybrand
CoreStates Bank N.A.
Cornell University
Covington & Burling
Cravath, Swaine & Moore
Crawford and Company
Cray Research
Crown Cork & Seal
Cypress Semiconductor
Dartmouth University
Dartmouth-Mary Hitchcock Medical Center
Datalogics Equipment
Davis, Polk & Wardwell
Dayton Hudson
Dean Witter Discover
Debevoise and Plimpton
Del Monte Foods
Dell Computer
Deloitte and Touche
Delta Airlines
Dewey Ballantine
Dexter
Dickinson College
Digital Equipment
Dime Bancorp
Dole Food
Dorsey & Whitney
Dow Chemical
Dow Jones
Dowry/Palmer-Chenard Industries
Drake University
Drew University
Drexel University
Duke University
Dun & Bradstreet
Duty Free International
E.I. du Pont de Nemours and Company
Eastern Enterprises
Eastern Mountain Sports
Eastern Utilities
Eastman Gelatin
Eastman Kodak
Eckerd College
Edinboro University
Electronic Arts
Emory University

Episcopal Diocese of Newark
Equitable
Evergreen State College
Exxon
Faegre & Benson
Federal National Mortgage Association
Federated Department Stores
Fireman's Insurance
First Bank System
First Chicago
First Interstate Bancorp
First Union
First Virginia Bank
Firstar
Flagstar
Fluor Daniel
Fordham University School of Law
Forest Laboratories
Foundation Health
Foxmeyer Health
Franklin Pierce Law Center
Franklin Research & Development
Fred Hutchinson Cancer Research Center
Frontier Insurance
Fujitsu
GEICO
Gannett
Gap
Gardener's Supply
Gateway 2000
Genentech
General Mills
Genetics Institute
Georgia Southern University
Georgia Tech
Giant Food
Gillette
Glaxo-Wellcome
Glendale Federal Bank
Golden West Financial
Goldman Sachs Investment Banking
Goshen College
Graco
Graham & James
Greater Boston Hotel Employees Local 26
Greenpeace
Greyhound
Grinnell College
Group Health CO-OP of Puget Sound
Guilford College
H & R Block
H. B. Fuller
H. F. Ahmanson & Company
HFS
Hale and Door
Hampshire College
Harley Davidson
Harrington Institute of Interior Design
Harris Trust

Harsco
Harvard University
Harvey Mudd College
Haverford College
Hawaiian Electric Industries
Heller, Ehrman, White & McAuliffe
Hendrix Wire and Cable
Herman Miller
Hewlett-Packard
Hibernia
Hill & Knowlton
Hinshaw & Culbertson
Hiram College
Hoechst-Celanese
Hogan & Hartson
Home Depot
Homestake Mining
Honeywell
Hormel Foods
Hotel and Restaurant Employees of Boston
Howrey & Simon
Hubbard Farms
Huggins Hospital
Human Rights Campaign
Hunter College
Hunton & Williams
IDS Financial Services
ITT
Illinois Eastern University
Illinois Northeastern University
Illinois Northern University
Illinois Southern University
Illinois State University
Illinois Tool Works
Inland Steel Industries
Integrated Device Technology
Intel
Intergraph
International Business Machines
International Data Group
International Paper
International Technology
J. P. Morgan & Company
Jarad Broadcasting
Jenner & Block
Johnson & Johnson
Johnson Controls
Jordan Marsh
Joseph E. Seagram & Sons
KPMG Peat Marwick
Kaiser-Permanente
Katten, Muchin & Zavis
Kaye, Scholer, Fireman, Hays & Handler
Keck, Mahin, Cate
Keene State College
Kelley Drye & Warren
Kellogg
Kentucky Fried Chicken
Keyport Life

Kimberly-Clark
King & Spalding
Kirkland & Ellis
Kirkpatrick & Lockhart
Knight-Ridder
Komag
LSI Logic
Lam Research
Lambda Legal Defense & Education Fund
Latham & Watkins
Lawyers Cooperative Publishing
LeBoeuf, Lamb, Greene & MacRae
Lehigh University
Lesbian and Gay Labor Network
Levi Strauss & Company
Lewis Galoob Toys
Lillian Vernon
Lincoln National
Long Island Lighting
Los Alamos Scientific Laboratories
Los Angeles Times
Lotus Development
Louis Dreyfus North American
Lukens
MBIA
MCA
MCI Communications
Maricopa Community College District
Marriott
Marshall & Ilsley
Massachusetts Institute of Technology
Massachusetts Mutual Life
Maxtor
Mayer, Brown & Platt
McCaw Cellular
McCutchin, Doyle, Brown & Enersen
McGraw-Hill
McKenne & Cuneo
McKesson
Media America
Medtronic
Mellon Bank
Merck
Merisel
Methodist Hospital of Indianapolis
Metropolitan Life
Mexican American Legal Defense and Education Fund
Micropolis
Microsoft
Midlantic
Milbank, Tweed, Hadley, & McCloy
Millipore
Minnesota Communications Group
Minnesota Mining and Manufacturing (3M)
Minnesota Public Radio
Mobil
Morrison & Foerster
Morrison Knudsen
Motorola

Mudge Rose Guthrie Alexander & Ferdon
Mutual of New York
Myers Industries
Myers Sheppard & Company
NYNEX
Nash Finch
Nashua
National Black Caucus of State Legislators
National Center for Lesbian Rights
National Computer Systems
National Gay & Lesbian Task Force
National Organization for Women
National Public Radio
Navistar International
NeXT Computer
Nestle Beverage
New England College
New England Electric Systems
New England Mutual Life
New York Life & Annuity
New York Times
New York University
Niagara Mohawk Power
Nordstrom
Northeast Utilities
Northern States Power
Northern Trust
Northern Utilities
Northwest Airlines
Northwestern Mutual Life Insurance
Norwest
O'Melveny & Meyers
OLIN
OMI
Oberlin College
Occidental Petroleum
Ogden
Ornda Health
Oracle
Orrick, Herrington & Sutcliffe
Otter Trail Power
Paccar
Pacific Bell
Pacific Enterprises
Pacific Gas and Electric
Pacific Mutual Life
Pacific Telesis Group
PacifiCare Health Systems
PacifiCorp
Paramount Communications
Paramount King's Dominion
Paul, Hastings, Janofsky & Walker
Paul, Weiss, Rifkind, Wharton & Garrison
Payless Cashways
Penn Mutual
Pennsylvania Power and Light
Pennsylvania State University
People's Bank
Pepper, Hamilton & Scheetz

Perkin-Elmer
Perkins Coie
Pfizer
Philadelphia Electric
Philip Morris
Pillsbury, Madison & Sutro
Pioneer Hi-Bred
Piper & Marbury
Piper Jaffray
Pitney Bowes
Pitzer College
Planned Parenthood
Platinum Technology
Plymouth State College
Polaroid
Pomona College
Portland Cable Access
Portland General
Presbyterian Church, USA
Price/Costco
Primerica
Prince George's Community College
Principal Mutual Life Insurance
Procter & Gamble
Proskauer Ross Goertz & Mendelsohn
Providian
Prudential Insurance
Public Broadcasting System
Public Service Enterprise Group
Purity Supreme
Quaker Oats
Qual Comm
Quark
R.R. Donnelley & Sons
RJR Nabisco
Ralston Purina
Recreational Equipment Inc.
Reebok
Reebok International
Republic.NY
Revco Drug Stores
Riggs National
Rogers & Wells
Ropes & Gray
Ryder System
SBC Communications
SCE
Safeway
Salomon
San Diego Gas & Electric
San Diego State University
San Francisco Giants
San Francisco Hotel and Restaurant Employees
Sara Lee
Schiff, Hardin & Waite
Scholastic
School of the Arts Institute
Science Applications International
Scripps College

Sears, Roebuck and Company
Seattle City Light
Seattle First National Bank
Seattle Mental Health Institute
Seattle Public Library
Seattle Times
Sensormatic
Servicemaster
Seyfarth, Shaw, Fairweather & Geraldson
Shared Medical Systems
Shaw, Pittman, Potts & Trowbridge
Shearman & Sterling
Showboat
Showtime Networks
Sidley & Austin
Silicon Graphics
Skaden, Arps, Slate, Meagher & Flom
SmithKline Beecham
Solectron
Southern Pacific Rail
Southwestern Bell
Spiegel
Sprint
St. Paul Companies
Stanford University
Stanley H. Kaplan Educational Center
Starbucks Coffee
State College
State Universities of Connecticut
Stoel Rives Boley Jones & Grey
Stone Container
Stop & Shop
Storage Technology
Stratus Computer
Stroock, Stroock & Lavan
Sullivan & Cromwell
Summit Bancorporation
Sun Microsystems
Sunamerica
Sunbeam
Sungard Data Systems
Supermarkets General
SUPERVALU
Swarthmore College
Symantec
Synopsis
TIA-CREF
Tandem Computers
Tandy
Tech Data
Tecumseh Products
Tektronix
Teledyne
Temple University
Temple-Inland
Tener Healthcare Systems
Tennant
Tenneco
Time Warner

Towers Parrin
Toys R Us
Transamerica
Travel Related Services American Express
Travelers Group
Turner Broadcasting System
U S West
UAL
UJB Financial
US Bancorp
US Life
US Robotics
US Trust
USAir Group
UUNET Technologies
Ungermann-Bass
Union Bank
Union Carbide
Unisys
United Airlines
United Healthcare
United States Surgical
United Technologies
University of Akron
University of Alaska
University of Buffalo
University of Chicago
University of Cincinnati
University of Connecticut
University of Georgia
University of Hartford
University of Hawaii
University of Kansas
University of Minnesota
University of New Hampshire
University of Pennsylvania
University of Pittsburgh
University of South Florida
University of Washington
Upjohn
V.T.

VF
Varian Associates
Veritas Software
Verity
Viacom
Videomaker Magazine
Village Voice
Vorys, Sater, Seymour and Pease
W.W. Grainger
WGBH Public Television
WORLDSPAN
WQED Radio
Walgreen
Walt Disney
Wang Laboratories
Warner-Lambert
Washington Mutual
Washington Post
Washington State University
Watkins-Johnson
Wells Fargo & Company
Western Digital
Westvaco
Weyerhaeuser
Whitman Breed Abbott & Morgan
Wilmer, Cutler, Pickering and Sutherland
Wilson, Sonsini, Goodrich & Rosati
Winston & Strawn
Wisconsin Energy
Woolworth
Working Assets Funding Service
Workmens Circle Branch 92/494E
World Resources Institute
Wynn's International
Xerox
Xoma
YWCA of Greater Milwaukee
York International
Young and Rubicam
Zenith
Ziff-Davis Publishing

Appendix 4

Fortune 500 Companies with Non-Discrimination Policies that Include Sexual Orientation

AMR - Dallas-Fort Worth Airport, TX
AST Research - Irvine, CA
Abbott Laboratories - North Chicago, IL
Adolph Coors - Golden, CO
Advanced Micro Devices - Sunnyvale, CA
Air Products & Chemicals - Allentown, PA
Albertson's - Boise, ID
Alexander and Baldwin - Honolulu, HI
Allergan - Irvine, CA
Allied Signal - Morristown, NJ
Amdahl - Sunnyvale, CA
Amerada Hess - New York, NY
American Electric Power - Columbus, OH
American Express - New York, NY
American President - Oakland, CA
American Telephone & Telegraph - New York, NY
Ameritech - Chicago, IL
Amgen - Thousand Oaks, CA
Amoco - Chicago, IL
Anthem - Indianapolis, IN
Aon - Chicago, IL
Apple Computer - Cupertino, CA
Armstrong World Industries - Lancaster, PA
Arrow Electronics - Melville, NY
Ashland Petroleum - Russell, KY
Atlantic Richfield - Los Angeles, CA
Avery Dennison - Pasadena, CA
Baltimore Gas and Electric - Baltimore, MD
Banc One - Columbus, OH
Bank of Boston - Boston, MA
Bank of California - Los Angeles, CA
Bank of New York - New York, NY
Bankers Trust New York - New York, NY
Baxter International - Deerfield, IL
Bay View Capital - San Francisco, CA
Bear Stearns - New York, NY
Becton Dickinson - Franklin Lakes, NJ
Bell Atlantic - Philadelphia, PA
Bergen Brunswig - Orange, CA
Bethlehem Steel - Bethlehem, PA
Boatmen's Bancshares - St. Louis, MO
Borland International - Scotts Valley, CA
Bristol-Myers Squibb - New York, NY
CBS - New York, NY
CMS Energy - Dearborn, MI
Caldor - Norwalk, CT
California Federal Bank - Los Angeles, CA
Campbell Soup - Camden, NJ
Capital Cities/ABC - New York, NY
Central & South West - Dallas, TX
Chase Manhattan - New York, NY
Chemical Banking - New York, NY
Chevron - San Francisco, CA
Chubb - Warren, NJ
Cigna - Philadelphia, PA
Citicorp - New York, NY
Coca-Cola - Atlanta, GA
Colgate Palmolive - New York, NY
Comdisco - Rosemont, IL
Comerica - Detroit, MI
Commerce Clearing House - Riverwoods, IL
Conrail - Philadelphia, PA
Consolidated Natural Gas - Pittsburgh, PA
Cray Research - Eagan, MN
Crown Cork & Seal - Philadelphia, PA
Dayton Hudson - Minneapolis, MN
Dean Witter - New York, NY
Del Monte Foods - San Francisco, CA
Dell Computer - Austin, TX
Delta Airlines - Atlanta, GA
Digital Equipment - Maynard, MA
Dole Food - Westlake Village, CA
Dow Chemical - Midland, MI
Dun & Bradstreet - New York, NY
E.I. du Pont de Nemours and Company - Wilmington, DE
Eastman Kodak - Rochester, NY
Eli Lilly & Company - Indianapolis, IN
Exxon - Irving, TX
Federated Department Stores - Cincinnati, OH
First Bank System - Minneapolis, MN
First Chicago NBD - Chicago, IL
First Union - Charlotte, NC
Flagstar - Spartanburg, SC
Fluor Daniel - Irvine, CA
Foundation Health - Rancho Cordova, CA
Foxmeyer Health - Carrollton, TX
GEICO - Washington, DC
Gannett - Arlington, VA
Gap - San Francisco, CA
Gateway 2000 - North Sioux City, SD
General Dynamics - Falls Church, VA
General Mills - Minneapolis, MN
General Motors - Detroit, MI
Giant Food - Landover, MD
Gillette, Boston - MA
Golden West Financial - Oakland, CA
Greyhound - Dallas, TX
H. F. Ahmanson & Company - Irwindale, CA
Harley Davidson - Milwaukee, WI
Health Systems International - Woodland Hills, CA

Hewlett-Packard - Palo Alto, CA
 Home Depot - Atlanta, GA
 Homestake Mining - San Francisco, CA
 Honeywell - Minneapolis, MN
 Hormel Foods - Austin, MN
 ITT - New York, NY
 Illinois Tool Works - Glenview, IL
 Inland Steel Industries - Chicago, IL
 Intel - Santa Clara, CA
 Intergraph - Huntsville, AL
 International Business Machines - Armonk, NY
 International Paper - Purchase, NY
 J. P. Morgan & Company - New York, NY
 Johnson & Johnson - New Brunswick, NJ
 Johnson Controls - Milwaukee, WI
 Kellogg - Battle Creek, MI
 Keyport Life - Boston, MA
 Kimberly-Clark - Dallas, TX
 Knight-Ridder - Miami, FL
 LSI Logic - Milpitas, CA
 Levi Strauss & Company - San Francisco, CA
 Lincoln National - Fort Wayne, IN
 Long Island Lighting - Hicksville, NY
 MCI Communications - Washington, DC
 Marriott - Washington, DC
 Massachusetts Mutual Life - Springfield, MA
 Maxtor - San Jose, CA
 McCaw Cellular - Kirkland, WA
 McGraw-Hill - New York, NY
 McKesson - San Francisco, CA
 Medtronic - Minneapolis, MN
 Mellon Bank - Pittsburgh, PA
 Merck & Company - Whitehouse Station, NJ
 Merisel - El Segundo, CA
 Metropolitan Life - New York, NY
 Microsoft - Redmond, WA
 Midlantic Bank - Edison, NJ
 Minnesota Mining and Manufacturing (3M) - St. Paul, MN
 Mobil - Fairfax, VA
 Morrison Knudsen - Boise, ID
 Motorola - Schaumburg, IL
 NYNEX - New York, NY
 Nash Finch - Minneapolis, MN
 Navistar International - Chicago, IL
 New England Electric Systems - Westborough, MA
 New England Mutual Life - Boston, MA
 New York Life Insurance - New York, NY
 New York Times - New York, NY
 Niagara Mohawk Power - Syracuse, NY
 Nordstrom - Seattle, WA
 Northeast Utilities - Berlin, CT
 Northern States Power - Minneapolis, MN
 Northern Trust - Chicago, IL
 Northern Utilities - Hartford, CT
 Northwest Airlines - St. Paul, MN
 Northwestern Mutual Life Insurance - Milwaukee, WI
 Norwest - Minneapolis, MN
 OLIN - Norwalk, CT
 Occidental Petroleum - Los Angeles, CA
 Office Depot - Delray Beach, FL
 Ogden - New York, NY
 PECO Energy - Philadelphia, PA
 Paccar - Bellevue, WA
 Pacific Enterprises - Los Angeles, CA
 Pacific Gas and Electric - San Francisco, CA
 Pacific Mutual Life - Newport Beach, CA
 Pacific Telesis Group - San Francisco, CA
 Pacificorp - Portland, OR
 Payless Cashways - Kansas City, MO
 Pennsylvania Power and Light - Allentown, PA
 Perkin-Elmer - Norwalk, CT
 Pfizer - New York, NY
 Philip Morris - New York, NY
 Pitney Bowes - Stamford, CT
 Polaroid - Cambridge, MA
 Price/Costco - Issaquah, WA
 Primerica - New York, NY
 Principal Mutual Life Insurance - Des Moines, IA
 Procter & Gamble - Cincinnati, OH
 Provident - Louisville, KY
 Prudential Insurance - Newark, NJ
 Public Service Enterprise Group - Newark, NJ
 Quaker Oats - Chicago, IL
 R.R. Donnelley & Sons - Chicago, IL
 RJR Nabisco - New York, NY
 Ralston Purina - St. Louis, MO
 Reebok - Stoughton, MA
 Republic NY - New York, NY
 Revco Drug Stores - Twinsburg, OH
 Riggs National - Washington, DC
 Ryder System - Miami, FL
 SAFECO - Seattle, WA
 SBC Communications - San Antonio, TX
 SCE - Rosemead, CA
 Safeco - Milpitas, CA
 Safeway - Oakland, CA
 Salomon - New York, NY
 Sara Lee - Chicago, IL
 Sears, Roebuck and Company - Chicago, IL
 Servicemaster - Downers Grove, IL
 Silicon Graphics - Mountain View, CA
 Southern Pacific Rail - San Francisco, CA
 Spiegel - Downers Grove, IL
 Sprint - Westwood, KS
 St. Paul Companies - St. Paul, MN
 Stone Container - Chicago, IL
 Stop & Shop - Quincy, MA
 Storage Technology - Louisville, CO
 Sun Microsystems - Mountain View, CA
 Supermarkets General - Woodbridge, NJ
 Supervalu - Eden Prairie, MN
 TIA-CREF - New York, NY
 TJ Maxx - Framingham, MA
 Tandy - Fort Worth, TX
 Tech Data - Clearwater, FL
 Teledyne - Los Angeles, CA
 Temple-Inland - Diboll, TX
 Tenet HealthCare - Santa Barbara, CA

Tenet Healthcare Systems - Santa Monica, CA
Tenneco - Greenwich, CT
The Equitable Companies - New York, NY
Time Warner - New York, NY
Toys R Us - Paramus, NJ
Transamerica - San Francisco, CA
Travelers Group - New York, NY
Turner Broadcasting System - Atlanta, GA
UNUM - Portland, ME
US Bancorp - Portland, OR
USAir Group - Arlington, VA
Union Bank - San Francisco, CA
Union Carbide - Danbury, CT
Unisys - Blue Bell, PA
United Airlines - Chicago, IL
United Healthcare - Minnetonka, MN
United Technologies - Hartford, CT

Upjohn - Kalamazoo, MI
VF - Wyomissing, PA
Varian Associates - Palo Alto, CA
Viacom - New York, NY
W.W. Grainger - Skokie, IL
Walgreen - Deerfield, IL
Walt Disney - Burbank, CA
Warner-Lambert - Morris Plains, NJ
Washington Post - Washington, DC
Wells Fargo & Company - San Francisco, CA
Westvaco - New York, NY
Weyerhaeuser - Federal Way, WA
Woolworth - New York, NY
Xerox - Stamford, CT
York International - York, PA
Zenith - Glenview, IL

Fortune 500 Companies Whose Equal Employment Policies Do Not Include Sexual Orientation

AMP - Harrisburg, PA
Alltel - Little Rock, AR
American Brands - Old Greenwich, CT
American General - Houston, TX
American Home Products - Madison, NJ
American International Group - New York, NY
Aramark - Philadelphia, PA
Archer Daniels Midland - Decatur, IL
Asarco - New York, NY
Automatic Data Processing - Roseland, NJ
Baker Hughes - Houston, TX
Ball - Muncie, IN
Barnett Banks - Jacksonville, FL
BellSouth - Atlanta, GA
Berkshire Hathaway - Omaha, NE
Bindley Western - Indianapolis, IN
Brunswick - Lake Forest, IL
Caliber System - Akron, OH
Caremark Int'l - Northbrook, IL
Centex - Dallas, TX
Chrysler - Auburn Hills, MI
Circle K - Phoenix, AZ
Columbia Gas Systems - Wilmington, DE
Compaq Computer - Houston, TX
Computer Sciences - El Segundo, CA
ConAgra - Omaha, NB
Continental Airlines - Houston, TX
Cooper Industries - Houston, TX
Corning - Corning, NY
Cotter - Chicago, IL
Cummins Engine - Columbus, IL
Dean Foods - Franklin Park, IL
Detroit Edison - Detroit, MI
Diamond Shamrock - San Antonio, TX
Dillard Department Stores - Little Rock, AR
Dominion Resources - Richmond, VA
Enron - Houston, TX
Federal Express - Memphis, TX
Mutual of Omaha Insurance - Omaha, NE
NationsBank - Charlotte, NC
Nike - Beaverton, OR
NorAM Energy - Houston, TX
Norfolk Southern - Norfolk, VA
Northrup Grumman - Los Angeles, CA
Nucor - Charlotte, NC
Olsten - Mellville, NY

Owens & Minor - Richmond, VA
PP&L Resources - Allentown, PA
PPG Industries - Pittsburgh, PA
Parker Hannifin - Cleveland, OH
Pennzoil - Houston, TX
Peter Kewiet Sons - Omaha, NE
Phillips Petroleum - Bartlesville, OK
Pittston - Stamford, CT
Praxair - Danbury, CT
Premark International - Deerfield, IL
Provident Life and Accident Ins. - Chattanooga, TN
Readers Digest Association - Pleasantville, NY
Reliance Group Holdings - New York, NY
Reynold's Metals - Richmond, VA
Rockwell International - Seal Beach, CA
Rohm and Haas - Philadelphia, PA
Santa Fe Pacific - Schaumburg, IL
Seagate Technology - Scotts Valley, CA
Seagate Peripherals - San Jose, CA
Shaw Industries - Dalton, GA
Shering-Plough - Madison, NJ
Sherwin-Williams - Cleveland, OH
Smith's Food and Drug Center - Salt Lake City, UT
Southwest Airlines - Dallas, TX
Spartan Stores - Grand Rapids, MI
State Farm Group - Bloomington, IL
Stone Container - Chicago, IL
Tenneco - Greenwich, CT
Texaco - White Plains, NY
Texas Utilities - Dallas, TX
Thrifty Payless - Wilsonville, OR
TransWorld Airlines - St. Louis, MO
Tyco - Exeter, NH
Union Camp - Wayne, NJ
Union Pacific - Bethlehem, PA
Unocal - El Segundo, CA
UtiliCorp United - Kansas City, MO
Valero Energy - San Antonio, TX
Vons - Arcadia, CA
WMX Technologies - Oak Brook, IL
WR Grace - Boca Raton, FL
Westinghouse Electric - Pittsburgh, PA
Williams - Tulsa, OK
Winn Dixie Stores - Jacksonville, FL
Willamette Industries - Portland, OR

Fortune 500 Companies that Have Not Responded to Survey

Ace Hardware - Oak Brook, IL
AFLAC - Columbus, GA
AGWAY - DeWitt, NY
ALCO Standard - Wayne, PA
Alcoa - Pittsburgh, PA
Allegheny Power System - New York, NY
Allstate - Northbrook, IL
Alumax - Norcross, GA
American Financial Group - Cincinnati, OH
American Stores - Salt Lake City, UT
American Standard - Piscataway, NJ
Applied Materials - Santa Clara, CA
Aramark - Philadelphia, PA
AVENET - Great Neck, NY
Best Buy - Eden Prairie, MN
Beverly Enterprises - Fort Smith, AR
Black & Decker - Towson, MD
Borden - Columbus, OH
Browning Ferris Industries - Houston, TX
Bruno's - Birmingham, AL
Burlington Northern - Fort Worth, TX
Caldor - Norwalk, CT
Cardinal Health - Dublin, OH
Carolina Power & Light - Raleigh, NC
Case - Racine, WI
Caterpillar - Peoria, IL
Centerior Energy - Independence, OH
Champion International - Stamford, CT
Chiquita Brands International - Cincinnati, OH
Cinergy - Cincinnati, OH
Circuit City Stores - Richmond, VA
Coastal - Houston, TX
Columbia HCA Healthcare - Nashville, TN
CompUSA - Dallas, TX
Computer Associates - Islandia, NY
Conseco - Camel, NY
Consolidated Freightways - Palo Alto, CA
Consolidated Edison of New York - New York, NY
Continental Cyprus Amax Minerals - Englewood, CO
Continental Airlines - Houston, TX
Corestates Financial - Philadelphia, PA
Corning - Corning, NY
CPC International - Englewood Cliffs, NJ
CSX - Richmond, VA
Dana - Toledo, OH
Deere - Moline, IL
Dial - Phoenix, AZ
Dover - New York, NY
Dresser Industries - Dallas, TX
Duke Power - Charlotte, NC
Eastman Chemical - Kingsport, TN
Eaton - Cleveland, OH
Eckerd - Largo, FL
Emerson Electric - St. Louis, MO
Englehard - Iselin, NJ
Entergy - New Orleans, LA
Estee Lauder - New York, NY
Farmland Industries - Kansas City, MO
Federal Home Loan Mortgage - McLean, VA
Federal Express - Memphis, TN
FHP International - Fountain Valley, CA
First Interstate Bancorp - Los Angeles, CA
First Data - Hackensack, NJ
Fleet Financial - Boston, MA
Fleetwood Enterprises - Riverside, CA
Fleming - Oklahoma City, OK
Florida Progress - St. Petersburg, FL
FMC - Chicago, IL
Food 4 Less Holdings - La Habra, CA
Ford Motor - Dearborn, MI
Foster Wheeler - Clinton, NJ
FPL Group - Juno Beach, FL
Fred Meyer - Portland, OR
General Instrument - Chicago, IL
General R - Stamford, CT
Genuine Parts - Atlanta, GA
Georgia-Pacific - Atlanta, GA
Goodyear Tire & Rubber - Akron, OH
Great Western Financial - Chatsworth, CA
Guardian Life Insurance - New York, NY
H.J. Heinz - Pittsburgh, PA
Halliburton - Dallas, TX
Hannaford Brothers - Scarborough, ME
Harcourt General - Chestnut Hill, MA
Harris - Melbourne, FL
Hasbro - Pawtucket, RI
Hershey Foods - Hershey, PA
Household International - Prospect Heights, IL
Houston Industries - Houston, TX
Humana - Louisville, KY
Inland Steel Industries - Chicago, IL
KeyCorp - Cleveland, OH
Liberty Mutual Insurance Group - Boston, MA
Lowes - North Wilkesboro, NC
Mead - Dayton, OH
Microage - Tempe, AZ
Monsanto - St. Louis, MO
Morgan Stanley Group - New York, NY
National City - Cleveland, OH
Nationwide Insurance Enterprises - Columbus, OH
Newell - Freeport, IL
Office Max - Shaker Heights, OH
Ohio Edison - Akron, OH
Owens Corning - Toledo, OH
Pan Energy - Houston, TX
Panhandle Eastern - Houston, TX
Penn Traffic - Syracuse, NY
PepsiCo - Purchase, NY
Pharmacia - Wilmington, DE
Phelps-Dodge - Phoenix, AZ

PNC Bancorp - Pittsburgh, PA
Price/Costco - Issaquah, WA
Progressive - Mayfield Village, OH
Publix Super Markets - Lakeland, FL
Raytheon - Lexington, MA
Rite Aid - Camp Hill, PA
Roundy's - Pewaukee, WI
SCI Systems - Huntsville, AL
Service Merchandise - Brentwood, TN
Sonoco Product - Hartsville, SC
Southern - Atlanta, GA
Stanley Works - New Britain, CT
Staples - Framington, MA
State Street Boston - Boston, MA
Student Loan Marketing Association - Washington, DC
Sun - Philadelphia, PA
Sun Trust Banks - Atlanta, GA
SYSCO - Houston, TX
Tele-Communications - Englewood, CO
Texas Instruments - Dallas, TX
Textron - Providence, RI
Times Mirror - Los Angeles
Tosco - Stamford, CT
Transco Energy - Houston, TX

TRW - Cleveland, OH
Turner - New York, NY
Tyson Foods - Springdale, AR
U.S. Industries - Iselin, NJ
UAL - Elk Grove, IL
Ultramar - Greenwich, CT
Unicom - Chicago, IL
United Services Automobile Association - San Antonio, TX
United Parcel Service of America - Atlanta, GA
US WEST - Englewood, CO
US Healthcare - Blue Bell, PA
USF & G - Baltimore, MD
USG - Chicago, IL
USX - Pittsburgh, PA
Varity - Buffalo, NY
Waban - Natick, MA
Wachovia - Winston-Salem, NC
Wal-Mart - Bentonville, AR
Warner Lambert - Morris Plains, NJ
Westinghouse Electric - Pittsburgh, PA
Whirlpool - Benton Harbor, MI
Whitman - Rolling Meadow, IL
Williams - Tulsa, OK
Yellow - Overland Park, KS

Appendix 5

Of the 100 largest law firms in the nation, 67 have employment policies that bar discrimination on the basis of sexual orientation*

Baker & McKenzie
Skaden, Arps, Slate, Meagher & Flom
Sidley & Austin
Morgan, Lewis & Bockius
Pillsbury, Madison & Sutro
Mayer, Brown & Platt
Morrison & Foerster
O'Melveny & Myers
Latham & Watkins
White & Case
Shearman & Sterling
Cleary, Gottlieb, Steen & Hamilton
Winston & Strawn
LeBoeuf, Lamb, Greene & MacRae
Hunton & Williams
Baker & Botts
Davis Polk & Wardwell
Kirkland & Ellis
Simpson Thacher & Bartlett
Proskauer Ross Goetz & Medelsohn
Sullivan & Cromwell
Hogan & Hartson
Brobeck, Phleger & Harrison
Dewey Ballantine
Katten Muchin & Zavis
Kirkpatrick & Lockhart
Seyfarth, Shaw, Fairweather & Geraldson
Paul, Weiss, Rifkind, Wharton, & Garrison
Jenner & Block
Milbank, Tweed, Hadley, & McCloy
Paul, Hastings, Janofsky & Walker
Heller, Ebrman, White & McAuliffe
Dorsey & Whitney
Debevoise & Plimpton
Kaye, Scholer, Fierman, Hays & Handler

Keck, Mahin, & Cate
Perkins Coie
Rogers & Wells
Strook & Strook & Lavan
Kelley Drye & Warren
Covington & Burling
Hinshaw & Culbertson
Graham & James
Ropes & Gray
Cravath, Swaine & Moore
Cadwalader, Wickersham & Taft
Howrey & Simon
Mudge, Rose, Guthrie, Alexander & Ferdon
Brown & Wood
Goodwin, Procter & Hoar
King & Spalding
Orrick, Herrington, & Sutcliffe
Vorys, Sater, Seymour and Pease
McKenna & Cuneo
Faegre & Benson
Pepper, Hamilton & Scheetz
Piper & Marbury
Chadbourne & Parke
Ballard, Spahr, Andrews, & Ingersoll
Shaw, Pittman, Potts, & Trowbridge
Whitman, Breed, Abbott, & Morgan
Stoel Rives Boley Jones & Grey
Hale & Door
McCutchin, Doyle, Brown & Enersen
Wilson, Sonsini, Goodrich & Rosati
Wilmer, Cutler & Pickering and Sutherland
Asbill & Breenan

* In order of size

Appendix 6

States, Cities and Counties Which Prohibit Discrimination Based on Sexual Orientation

Comprehensive State Laws: California, Connecticut, Hawaii, Massachusetts, Minnesota, New Jersey, Rhode Island, Vermont, Wisconsin, and the District of Columbia (9 States and the District of Columbia)

State Executive Orders: Colorado, Louisiana, Maryland, New Mexico, New York, Ohio, Pennsylvania, and Washington (8 states)

State Civil Service Rules: Illinois, Michigan (2 states)

Cities/Counties: 165

Alaska

Anchorage

Arizona

Phoenix
Tucson

California

Alameda County
Berkeley
Brisbane
Cathedral City
Cupertino
Daly City
Davis
Hayward
Laguna Beach
Long Beach
Los Angeles
Montebello
Mountain View
Oakland
Pacifica
Palo Alto
Pasadena
Redondo Beach
Riverside
Sacramento
San Diego
San Francisco
San Jose
San Mateo County
Santa Barbara
St. Barbara County
Santa Cruz
Santa Cruz County

Santa Monica
West Hollywood

Colorado

Aspen
Boulder
Boulder County
Crested Butte
Denver
Telluride

Connecticut

Hartford
New Haven
Stamford

District of Columbia

Washington

Florida

Key West
Broward County
Miami Beach
Palm Beach County
Tampa
West Palm Beach

Georgia

Atlanta
Fulton County

Hawaii

Honolulu
Honolulu County

Idaho

Troy

Illinois

Champaign
Chicago
Cook County
Evanston
Oak Park
Urbana

Indiana

Bloomington
Lafayette
West Lafayette

Iowa

Ames
Cerro Gordo
Iowa City

Kansas

Lawrence

Louisiana

New Orleans

Maine

Portland

Maryland

Baltimore
Howard County
Montgomery County
Pr. George's County
Rockville
Takoma Park

Massachusetts

Amherst
Boston
Brookline
Cambridge
Malden
Newton
Somerville
Worcester

Michigan

Ann Arbor
Birmingham
Detroit
East Lansing
Flint
Grand Rapids
Ingham County
Lansing
Saginaw

Minnesota

Anoka
Hennepin County
Marshall
Minneapolis
St. Paul

Missouri

Columbia City
Kansas City
St. Louis

New Jersey

Newark
Essex County
Vineland

New Mexico

Albuquerque

New York

Albany

Alfred
Brighton
Buffalo
East Hampton
Ithaca
New York City
Rochester
Suffolk County
Syracuse
Tompkins County
Troy
Watertown

North Carolina

Asheville
Carborro
Chapel Hill
Durham
Raleigh
Wooden

Ohio

Cleveland
Cleveland Heights
Columbus
Cuyahoga County
Oberlin
Yellow Springs
Youngstown

Oregon

Ashland
Corvallis
Eugene
Portland

Pennsylvania

Harrisburg
Lancaster
Northampton County Oxford
Philadelphia
Pittsburgh
State College
York

South Carolina

Columbia

South Dakota

Minnehaha County

Texas

Austin
Dallas
Houston
Lubbock

Utah

Salt Lake County

Vermont

Burlington

Virginia

Alexandria
Arlington County
Charlottesville

Washington

Clallam County
Clark County
King County
Olympia
Pullman
Seattle
Tumwater
Vancouver

West Virginia

Morgantown

Wisconsin

Dane County
Madison
Milwaukee
Oneida

Appendix 7

Congressional Non-Discrimination Policies

Senate

Senators who have indicated that sexual orientation is not a consideration in the hiring, promoting or terminating of an employee in their congressional office.

Republicans (24)

Sen. Christopher Bond (MO)
Sen. Hank Brown (CO)
Sen. Conrad Burns (MT)
Sen. Ben N. Campbell (CO)
Sen. John Chafee (RI)
Sen. Thad Cochran (MS)
Sen. William Cohen (ME)
Sen. Paul Coverdell (GA)
Sen. Alfonse D'Amato (NY)
Sen. Pete Domenici (NM)
Sen. Slade Gorton (WA)
Sen. Judd Gregg (NH)
Sen. Mark Hatfield (OR)
Sen. Kay Bailey Hutchison (TX)
Sen. James Jeffords (VT)
Sen. Richard Lugar (IN)
Sen. Connie Mack (FL)
Sen. John McCain (AZ)
Sen. William Roth (DE)
Sen. Rick Santorum (PA)
Sen. Alan Simpson (WY)
Sen. Olympia Snowe (ME)
Sen. Arlen Specter (PA)
Sen. Craig Thomas (WY)

Democrats (42)

Sen. Daniel Akaka (HI)
Sen. Max Baucus (MT)
Sen. Joseph Biden (DE)
Sen. Jeff Bingaman (NM)
Sen. Barbara Boxer (CA)
Sen. Bill Bradley (NJ)
Sen. John Breaux (LA)
Sen. Richard Bryan (NV)
Sen. Robert Byrd (WV)
Sen. Thomas Daschle (SD)
Sen. Christopher Dodd (CT)
Sen. Byron Dorgan (ND)
Sen. Russell Feingold (WI)
Sen. Dianne Feinstein (CA)
Sen. John Glenn (OH)
Sen. Bob Graham (FL)
Sen. Tom Harkin (IA)
Sen. Howell Heflin (AL)
Sen. Daniel Inouye (HI)
Sen. J. Bennett Johnston (LA)
Sen. Edward Kennedy (MA)
Sen. Robert J. Kerrey (NE)
Sen. John Kerry (MA)
Sen. Herb Kohl (WI)
Sen. Frank Lautenberg (NJ)
Sen. Patrick Leahy (VT)
Sen. Carl Levin (MI)
Sen. Joseph Lieberman (CT)
Sen. Barbara Mikulski (MD)
Sen. Carol Moseley-Braun (IL)
Sen. Daniel P. Moynihan (NY)
Sen. Patty Murray (WA)
Sen. Sam Nunn (GA)
Sen. Claiborne Pell (RI)
Sen. David Pryor (AR)
Sen. Harry Reid (NV)
Sen. Charles Robb (VA)
Sen. Jay Rockefeller (WV)
Sen. Paul Sarbanes (MD)
Sen. Paul Simon (IL)
Sen. Paul Wellstone (MN)
Sen. Ron Wyden (WA)

House

Representatives who have indicated that sexual orientation is not a consideration in the hiring, promoting or terminating of an employee in their congressional office.

Republicans (72):

Rep. Cass Ballenger (NC-10)
Rep. Doug Bereuter (NE-01)
Rep. Brian Bilbray (CA-49)
Rep. Michael Bilirakis (FL-09)
Rep. Thomas J. Bliley (VA-07)
Rep. Peter Blute (MA-03)
Rep. Sherwood Boehlert (NY-23)
Rep. Jim Bunn (OR-05)
Rep. Dave Camp (MI-04)
Rep. Tom Campbell (CA-15)
Rep. Michael Castle (DE-AL)
Rep. William Clinger (PA-05)
Rep. Randy Cunningham (CA-51)
Rep. Lincoln Diaz-Balart (FL-21)
Rep. Jennifer Dunn (WA-08)
Rep. Phil English (PA-21)
Rep. John Ensign (NV-01)
Rep. Harris Fawell (IL-13)
Rep. Michael Flanagan (IL-05)
Rep. Mark Foley (FL-16)
Rep. Michael Forbes (NY-01)
Rep. Tillie Fowler (FL-04)
Rep. Jon Fox (PA-13)
Rep. Bob Franks (NJ-07)
Rep. Gary Franks (CT-05)
Rep. Rodney Frelinghuysen (NJ-11)
Rep. Wayne Gilchrest (MD-01)
Rep. Benjamin Gilman (NY-20)
Rep. William Goodling (PA-19)
Rep. Porter Goss (FL-14)
Rep. James Greenwood (PA-29)
Rep. Steve Gunderson (WI-03)
Rep. Fred Heineman (NC-04)
Rep. David Hobson (OH-07)
Rep. Stephen Horn (CA-38)
Rep. Amu Houghton (NY-31)
Rep. Nancy Johnson (CT-06)
Rep. John Kasich (OH-12)
Rep. Sue Kelly (NY-19)
Rep. Scott Klug (WI-02)
Rep. Jim Kolbe (AZ-05)
Rep. Ray LaHood (IL-18)
Rep. Rick Lazio (NY-02)
Rep. Leach Jim (IA-01)
Rep. Jerry Lewis (CA-40)
Rep. John Linder (GA-04)
Rep. Bob Livingston (LA-01)
Rep. Frank LoBiondo (NJ-02)
Rep. Jim McCrery (LA-05)
Rep. John McHugh (NY-24)
Rep. Scott McInnis (CO-03)
Rep. John Mica (FL-07)
Rep. Dan Miller (FL-13)

Rep. Susan Molinari (NY-13)
Rep. Connie Morella (MD-08)
Rep. Jim Nussle (IA-02)
Rep. Deborah Pryce (OH-15)
Rep. Jack Quinn (NY-30)
Rep. Ralph Regula (OH-16)
Rep. Frank Riggs (CA-01)
Rep. Ileana Ros-Lehtinen (FL-18)
Rep. Jim Saxton (NJ-03)
Rep. Steven Schiff (NM-01)
Rep. Clay Shaw (FL-22)
Rep. Christopher Shays (CT-04)
Rep. William Thomas (CA-21)
Rep. Peter Torkildsen (MA-06)
Rep. Fred Upton (MI-06)
Rep. Barbara Vucanovich (NV-02)
Rep. James Walsh (NY-25)
Rep. Jerry Weller (IL-11)
Rep. Dick Zimmer (NJ-12)

Democrats/Independents (166):

Rep. Neil Abercrombie (HI-01)
Rep. Gary Ackerman (NY-05)
Rep. Robert Andrews (NJ-01)
Rep. John Baldacci (ME-02)
Rep. James Barcia (MI-05)
Rep. Tom Barrett (WI-05)
Rep. Xavier Becerra (CA-30)
Rep. Tony Beilenson (CA-24)
Rep. Ken Bentsen (TX-25)
Rep. Howard Berman (CA-26)
Rep. Sanford Bishop (GA-02)
Rep. David Bonior (MI-10)
Rep. Robert Borski (PA-03)
Rep. Corrine Brown (FL-03)
Rep. George Brown (CA-42)
Rep. Sherrrod Brown (OH-13)
Rep. John Bryant (TX-05)
Rep. Benjamin Cardin (MD-03)
Rep. William Clay (MO-01)
Rep. Eva Clayton (NC-01)
Rep. Bob Clement (TN-05)
Rep. Jim Clyburn (SC-06)
Rep. Ron Coleman (TX-16)
Rep. Barbara-Rose Collins (MI-15)
Rep. Cardiss Collins (IL-07)
Rep. Gary Condit (CA-18)
Rep. John Conyers (MI-14)
Rep. Jerry Costello (IL-12)
Rep. Bill Coyne (PA-14)
Rep. Peter DeFazio (OR-04)
Rep. Kika De La Garza (TX-15)
Rep. Rosa DeLauro (CT-03)
Rep. Ron Dellums (CA-09)

Rep. Peter Deutsch (FL-20)
Rep. Norman Dicks (WA-06)
Rep. John Dingell (MI-16)
Rep. Julian Dixon (CA-32)
Rep. Lloyd Doggett (TX-10)
Rep. Cal Dooley (CA-20)
Rep. Mike Doyle (PA-18)
Rep. Dick Durbin (IL-20)
Rep. Eliot Engel (NY-17)
Rep. Anna Eshoo (CA-14)
Rep. Lane Evans (IL-17)
Rep. Eni Faleomavaega (AS-AL)
Rep. Sam Farr (CA-17)
Rep. Chaka Fattah (PA-02)
Rep. Vic Fazio (CA-03)
Rep. Cleo Fields (LA-04)
Rep. Bob Filner (CA-50)
Rep. Floyd Flake (NY-06)
Rep. Thomas Foglietta (PA-01)
Rep. Harold Ford (TN-09)
Rep. Barney Frank (MA-04)
Rep. Victor Frazer (VI-AL)
Rep. Martin Frost (TX-24)
Rep. Elizabeth Furse (OR-01)
Rep. Sam Gejdenson (CT-02)
Rep. Dick Gephardt (MO-03)
Rep. Sam Gibbons (FL-11)
Rep. Henry Gonzalez (TX-20)
Rep. Gene Green (TX-29)
Rep. Luis Gutierrez (IL-04)
Rep. Tony Hall (OH-03)
Rep. Jane Harman (CA-36)
Rep. Alcee Hastings (FL-23)
Rep. Earl Hilliard (AL-07)
Rep. Maurice Hinchey (NY-26)
Rep. Steny Hoyer (MD-05)
Rep. Andy Jacobs (IN-10)
Rep. Jesse Jackson Jr. (IL-02)
Rep. William Jefferson (LA-02)
Rep. Eddie Bernice Johnson (TX-30)
Rep. Tim Johnson (SD-AL)
Rep. Harry Johnston (FL-19)
Rep. Joseph Kennedy (MA-08)
Rep. Patrick Kennedy (RI-01)
Rep. Barbara Kennelly (CT-01)
Rep. Dale Kildee (MI-09)
Rep. Gerald Kleczka (WI-04)
Rep. Tom Lantos (CA-12)
Rep. Sheila Jackson Lee (TX-18)
Rep. Sander Levin (MI-12)
Rep. John Lewis (GA-05)
Rep. William Lipinski (IL-03)
Rep. Zoe Lofgren (CA-16)
Rep. Nita Lowey (NY-18)
Rep. William P. Luther (MN-06)
Rep. Carolyn Maloney (NY-14)
Rep. Thomas J. Manton (NY-07)
Rep. Edward J. Markey (MA-07)
Rep. Matthew Martinez (CA-31)

Rep. Robert Matsui (CA-05)
Rep. Karen McCarthy (MO-05)
Rep. Jim McDermott (WA-07)
Rep. Paul McHale (PA-15)
Rep. Cynthia McKinney (GA-11)
Rep. Michael McNulty (NY-21)
Rep. Martin Meehan (MA-05)
Rep. Carrie Meek (FL-17)
Rep. Robert Menendez (NJ-13)
Rep. Juanita Millender-McDonald (CA-37)
Rep. George Miller (CA-07)
Rep. David Minge (MN-02)
Rep. Patsy Mink (HI-02)
Rep. Joseph Moakley (MA-09)
Rep. James Moran (VA-08)
Rep. Jerry Nadler (NY-08)
Rep. Richard Neal (MA-02)
Rep. Eleanor Holmes Norton (DC-AL)
Rep. James L. Oberstar (MN-08)
Rep. David Obey (WI-07)
Rep. John Olver (MA-01)
Rep. Bill Orton (UT-03)
Rep. Major Owens (NY-11)
Rep. Frank Pallone (NJ-06)
Rep. Ed Pastor (AZ-02)
Rep. Donald Payne (NJ-10)
Rep. Lewis F. Payne (VA-05)
Rep. Nancy Pelosi (CA-06)
Rep. Pete Peterson (MN-07)
Rep. Owen Pickett (VA-02)
Rep. Earl Pomeroy (ND-AL)
Rep. Charles Rangel (NY-15)
Rep. Jack Reed (RI-02)
Rep. Bill Richardson (NM-03)
Rep. Lynn Rivers (MI-13)
Rep. Tim Roemer (IN-03)
Rep. Carlos Romero-Barcelo (PR-AL)
Rep. Lucille Roybal-Allard (CA-33)
Rep. Bobby Rush (IL-01)
Rep. Martin Olav Sabo (MN-05)
Rep. Bernard Sanders (VT-AL)
Rep. Thomas Sawyer (OH-14)
Rep. Pat Schroeder (CO-01)
Rep. Charles Schumer (NY-09)
Rep. Robert Scott (VA-03)
Rep. Jose Serrano (NY-16)
Rep. Norman Sisisky (VA-04)
Rep. David Skaggs (CO-02)
Rep. Louise Slaughter (NY-28)
Rep. Pete Stark (CA-13)
Rep. Louis Stokes (OH-11)
Rep. Gerry Studds (MA-10)
Rep. Bart Stupak (MI-01)
Rep. Frank Tejeda (TX-28)
Rep. Bennie Thompson (MS-02)
Rep. Ray Thornton (AR-02)
Rep. Karen Thurman (FL-05)
Rep. Esteban Torres (CA-34)
Rep. Robert Torricelli (NJ-09)

Rep. Ed Towns (NY-10)
Rep. James Traficant (OH-17)
Rep. Robert Underwood (GU-AL)
Rep. Nydia Velazquez (NY-12)
Rep. Bruce Vento (MN-04)
Rep. Pete Visclosky (IN-01)
Rep. Harold Volkmer (MD-07)
Rep. Mike Ward (KY-03)

Rep. Maxine Waters (CA-35)
Rep. Mel Watt (NC-12)
Rep. Henry Waxman (CA-29)
Rep. Pat Williams (MT-AL)
Rep. Lynn Woolsey (CA-06)
Rep. Al Wynn (MD-04)
Rep. Sidney Yates (IL-09)

Appendix 8

Employers with Domestic Partnership Policies

AFSCME Council 57
AFSCME Council 82
AFSCME Local 829
Actor's Fund of America
Adobe Systems
Adolph Coors
Advanced Micro Devices
Albert Einstein College of Medicine
American Association of University Professors
American Civil Liberties Union
American Friends Service Committee
American Library Association
American President
American Psychological Association
American Red Cross
American University
Anderson, Kill, Olick & Oshinsky
Antioch University (New England)
Antioch University (Seattle)
Antioch University (Southern California)
Apple Computer
Arent, Fox Associates
Arizona Public Service
Atlantic Pictures
Atlantic Records
Auto Desk
BARRA
Banyan Systems
Barnes & Noble
Bay Area Air Quality (CA)
Bay Area Quality Management
Bell Northern Research
Ben and Jerry's Homemade
Berkely Unified School District
Beth Israel Medical Center
Blue Cross/ Blue Shield of NH
Blue Cross/Blue Shield of Massachusetts
Borland International
Boston Consulting Group
Boston Hotel Workers Union
Bowdoin College
Bronson, Bronson & McKinnon
Brooklyn Law School
Brown University
Bureau of National Affairs
CMP Publications
CUNA Mutual Insurance Group
Cadence Computer Software
California Academy of Sciences
California Institute of Technology
California Pacific Medical Center
Cambridge Technology Partners
Capital Cities/ABC
Carlton University
Celestial Seasonings
Central Massachusetts Health
Charles Schwab & Company
Children's Hospital of Boston
Chiron
Clark University
Colby College
College of William and Mary
Columbia University
Committee of Interns and Residents
Computer Graphics
Consumer United Insurance
Consumer's Union
Cooley, Godward, Castro, Huddleston & Tatum
Cornell University
Coudert
Council 82 (Prison Guards)
Covington & Burling
Creative Artists Agency
Crum and Forster Insurance
Dartmouth University
David Sarnoff Research Center
Dayton Hudson
DeAnza Community College
Debevoise and Plimpton
Dewey Ballantine
Director's Guild-Industry Health Fund
Discovery Channel
Dow, Lohnes, & Albertson
DreamWorks SKG
Duke University
E! Entertainment Television
Eastern Mountain Sports
Eastman Kodak
Egghead Software
Emory University
Entertainment Radio Network
Episcopal Diocese of Newark
Farella, Braun & Martel
Field Museum of Natural History
Finnegan, Henderson, Farabow, Garrett
First Tech
Florida International University
Fox Broadcasting
Fred Hutchinson Cancer Research Center
Fried, Frank, Harris, Shriver & Jacobson
Gardener's Supply
Genentech
Georgia State University

Glaxo-Wellcome
Golston & Storrs Law Offices
Greenbergusker,Fields,Claman
Greenpeace
Grinnell College
Group Health
Group Health CO-OP of Puget Sound
Gupta
Hamilton College
Harvard Community Health Plans
Harvard University
Hedges & Caldwell
Heller, Ehrman, White & McAuliffe
Herman Miller
Hewlett-Packard
Holland, Knight
Hotel and Restaurant Employees of Boston
Howard, Rice, Nemerowski, Canady, Roberston
Howrey & Simon
Human Rights Campaign
ICM
Indiana University
Informix Software
Insurance Company of the West
Interleaf
Intermedia Partners
International Brotherhood of Electrical Workers
International Data Group
Irell & Mandella
Jackson Labs
Jet Propulsion Lab
Jewish Board of Family & Children's
Jewish Communities Centers Association
Joseph E. Seagram & Sons
KQED Radio
Kaiser-Permanente
Keene State College
Kiwi Airlines
Krum & Forster
Lambda Legal Defense & Education Fund
Latham & Watkins
LeBoeuf, Lamb, Greene & MacRae
Levi Strauss & Company
Lilienthal & Fowler
Los Angeles Philharmonic
Lotus Development
Lucas Films
MCA
MGM/UA
Mark Hopkins Hotel
Mark Shale Clothing
Mary Washington College
Massachusetts Institute of Technology
McCutchin, Doyle, Brown & Enersen
McGill University
Microsoft
Middlebury College
Milbank, Tweed, Hadley, & McCloy
Millennium Global

Minneapolis Public Library
Minnesota Communications Group
Minnesota Star Tribune
Mintz, Levin, Cohn, Ferris, Glovsky & Popeo Law Offices
Mission College
Monitor
Montefiore Medical Center
Morrison & Foerster
Mt. Sinai Hospital Nurses
Museum of Modern Art
Musicians Union Local 47
NYNEX
National Center for Lesbian Rights
National Conference of Christians
National Gay & Lesbian Task Force
National Organization for Women
National Public Radio
NeXT Computer
New England Medical Center
New York Times
New York United University Professions
New York University
North Dakota University
Northeastern University
Northern States Power
Northern Telecom
Novell
Oakland Children's Hospital
Oberlin College
Ohio State University
Oil and Chemical Atomic Workers
Oracle
Oregon State Univeristy
Orrick, Herrington & Sutcliffe
Pacific Enterprises
Pacific Gas and Electric
Para Transit
Paradigm
Paramount Pictures
Park Nicolet Medical Center
Pillsbury, Madison & Sutro
Pitzer College
Planned Parenthood
Pomona College
Portland Cable Access
Princeton University
Principal Financial Group
Principal Mutual Life Insurance
Proskauer Ross Goetz & Mendelsohn
Public Broadcasting System
Public Employees Federation
Publishers Group West
Quark
Recreational Equipment Inc.
Research Triangle Park
Rockefeller University
Rosenfeld, Meyer & Susman
San Francisco Chronicle
San Francisco Examiner

San Francisco Giants
Santa Cruz Operations
Sarnoff
Schiff, Hardin & Waite
Scholastic
Seattle City Light
Seattle Mental Health Institute
Seattle Public Library
Seattle Symphony Orchestra
Seattle Times
Segal
Shaw, Pittman, Potts & Trowbridge
Sherman & Sterling
Showtime Networks
Silicon Graphics
Simmons College
Skaden, Arps, Slate, Meagher & Flom
Smith & Hawken
Smith College
Sony Pictures Entertainment
Southern California Gas
Springfield College
Springs Industries
Sprint
St. Paul Companies
Stanford University
Starbucks Coffee
State Bar of California
State University of New York System
Steptoe & Johnson
Sullivan & Cromwell
Sun Microsystems
SuperMac Technologies
Swarthmore College
Swope Parkway Medical Center
Sybase
Syracuse University
Teachers' College of Columbia University
Thinking Machines
Thomas Jefferson University & Hospital
Ticketmaster
Time
Time Warner
Tufts University
U S West
Union Church Board for Homeland

Union Theological Seminary
Union of American Hebrew Congregations
United University Professors
United Way
University Students Cooperative
University of Alaska
University of Chicago
University of Colorado
University of Illinois
University of Iowa
University of Minnesota
University of Pennsylvania
University of Pittsburgh
University of Tampa
University of Vermont
University of Washington
University of Wisconsin
Vermont Girl Scouts Council
Viacom
Village Voice
WGBH Public Television
WQED Radio
Wachtellipton, Rosen & Katz
Walker Art Center
Walt Disney
Washington State University
Wellesley College
Wells Fargo & Company
Wesleyan University
White & Chase
Wilder Foundation
Wiley, Rein & Fielding
Wilfrid Laurier University
William Morris Agency
Williams College
Working Assets Funding Service
Wright State University
Writers Guild of America
Writers Guild-Industry Health Fund
Wyatt
Xerox
YWCA of Greater Milwaukee
Yale University
Ziff Communications
Ziff-Davis Publishing

Appendix 9

Employers with Gay, Lesbian and Bisexual Employee Support Groups

3M
9 to 5-Working Women
A Group of Groups (AGOG)
Adolph Coors Company
AETNA Life and Casualty
AFL-CIO
Air Products & Chemicals
Alamo Rent-A-Car
Amdahl
American Federation of Teachers
American Red Cross
American Airlines
Ameritech
Apple Computer
Arthur Anderson & Company
AT&T
Autodesk
Bank of Boston
Bank of America
Baxter Healthcare
Bell Atlantic
Bellcore
Blue Cross/Blue Shield of MA
Boeing
Boston Children's Hospital
Capital Cities/ABC
Chevron
Chubb Group
City of Los Angeles
ComAir (Delta Airlines)
Commonwealth Edison
Corestates Financial
Dayton's
Department of Water and Power
Digital Equipment
E.I. Du Pont de Nemours & Company
Eastman Kodak
EDS
Exxon
Fannie Mae
Farallon Communications
First Chicago
Genentech
General Mills
Hewlett Packard
Hoechst Celanese
Hollywood Supports
Honeywell
IBM
Intel
Jet Propulsion Laboratory
Kaiser Permanente
Levi Strauss
Lockheed Missiles and Space
Los Angeles Times
Lotus Development
Lucent Technologies
Mass Mutual Life
MCA/Universal
Medtronic
Mentor Graphics
Metropolitan Water District
Miami Beach Police Department
Microsoft
Minneapolis Star Tribune
Motorola
Nabisco
National Conference of Christians and Jews
NBC News
Nestle Beverage
NeXT Computer
Northern States Power
Northwest GLEN
Norwest
NYNEX
Oracle
Out at Work (Or Not)]
Pacific Gas & Electric
Pacific Telesis
Pitney-Bowes
Polaroid
PROGRESS
Prudential
Quaker Oats
Sequent Computer Systems
Showtime
Silicon Graphics
St. Paul Companies
SUN Microsystems
The New York Times
The Seattle Times
The Boston Company
Time Warner
United Airlines
US Government Employees (GLOBAL)
US West
US Postal Service
Village Voice
Walt Disney
Wells Fargo Bank
Worldspan L.P.
Xerox
Zenith



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WorkNet

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World Wide Web Resources

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Queer * Infoservers: <http://www.infoqueer.org/queer/qis/>

Queer Resources Directory: <http://www.qrd.org/qrd/>

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Washington, D.C. 20005
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FAX: 202-347-5323
<http://www.hrcusa.org/>
Tiffany_Newton@hrcusa.org



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fax 202 347 5323

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Employers with Domestic Partnership Policies*

As of March 3, 1997

AAA
ABC, Inc.
AFSCME Council 57
AFSCME Council 67
AFSCME Council 82
AFSCME Local 829
Actor's Fund of America
Adamation, Inc.
Adobe Systems
Adolph Coors
Advanced Micro Devices
Agouton Pharmaceuticals
American Association of University Prof
American Civil Liberties Union
American Express
American Friends Service Committee
American Library Association
American President
American Psychological Association
American Red Cross
Amherst College
Anderson, Kill, Olick & Oshinsky
Antioch (New England) Graduate School
Apple Computer
Arent, Fox Associates
Atlantic Records
BARRA, Inc.
Banyan Systems
Barnes & Noble
Bay Area Air Quality Management District
Bay Area Rapid Transit
Bell Northern Research
Ben and Jerry's Homemade
Berkely Unified School District
Beth Israel Medical Center
Blue Cross/Blue Shield of Massachusetts
Blue Cross/ Blue Shield of NH
Borland International
Boston Consulting Group
Boston Globe
Bowdoin College
Brooklyn Law School
Brown University
Bureau of National Affairs
CMP Publications
CUNA Mutual Insurance Group
CUNY - City University of New York
Cadence Computer Software
California Academy of Sciences
California Institute of Technology
California Pacific Medical Center
Cambridge Technology Group
Cambridge Technology Partners
Carleton University
Carnegie Mellon University
Celestial Seasonings
Centura Software Corporation
Charles Schwab & Company
Children's Hospital of Boston
Childrens' Healthcare Center
City of Alameda (CA)
City of Ann Arbor (MI)
City of Atlanta (GA)
City of Baltimore (MD)
City of Berkeley (CA)
City of Boston (MA)
City of Brookline (MA)
City of Burlington (VT)
City of Cambridge (MA)
City of Carrboro (NC)
City of Chapel Hill (NC)
City of Chicago (IL)
City of Cleveland Heights (OH)
City of Corvallis (OR)
City of Delaware (NJ)
City of Denver (CO)
City of East Lansing (MI)
City of Hartford (CT)
City of Iowa City (IA)
City of Ithaca (NY)
City of Laguna Beach (CA)
City of Las Angeles (CA)
City of Madison (WI)
City of Middlebury (VT)
City of New Orleans (LA)
City of New York (NY)
City of Oakland (CA)
City of Olympia (WA)

City of Portland (ME)
City of Rochester (NY)
City of Sacramento (CA)
City of San Diego (CA)
City of San Francisco (CA)
City of Santa Cruz (CA)
City of Seattle (WA)
City of Shorewood Hills (WI)
City of Springfield (MA)
City of St. Paul (MN)
City of Takoma Park (MD)
City of Washington, DC
City of West Hollywood (CA)
City of West Palm Beach (FL)
Clark University
Colby College
College of William and Mary
Columbia University
Committee of Interns and Residents
Computer Associates International
Consumer's Union
Cooley, Godward, Castro, Huddleston & Tatum
Cornell University
Coudert Brothers
County of Alameda (CA)
County of Dane (WI)
County of Hennepin (MN)
County of King (WA)
County of Los Angeles (CA)
County of Marin (CA)
County of Multnomah (OR)
County of San Francisco (CA)
County of San Mateo (CA)
County of Santa Cruz (CA)
County of Travis (TX)
County of Wayne (MI)
Covington & Burlington
Cray Research
Creative Artists Agency Inc.
Dana Farber Cancer Institute
Dartmouth University
David Sarnoff Research Center
DeAnza Community College
Debevoise and Plimpton
Delta Airlines, Inc.
Denison University
Dewey Ballantine
Dickinson College
Director's Guild-Industry Health Fund

Discovery Channel
DreamWorks SKG
Duke University
E! Entertainment Television
Eastern Mountain Sports
Eastman Kodak
Egghead Software
El Al Isreal Airlines
Emory University
Entertainment Radio Network
Episcopal Diocese of Newark
Federal National Mortgage Association
Field Museum of Natural History
First Tech Computer
Florida International University
Focus Homes, Inc.
Fox Broadcasting
Frame Technology
Fred Hutchinson Cancer Research Center
Gap, Inc.
Gardener's Supply Company
Genentech
Georgia State University
Glaxo Wellcome
Greenpeace
Grinnell College
Group Health CO-OP of Puget Sound
Hamilton College
Harvard Community Health Plans
Harvard School of Law
Harvard University
Heller, Ehrman, White & McAuliffe
Herman Miller
Hewlett-Packard
Holland & Knight
Hotel Workers Union - Local 26 (Boston)
Hotel & Restaurant Employees Union (San Fran)
Howrey & Simon
Human Rights Campaign
ICM Mortgage Corp.
Indiana University
Informix Software
Intel, Inc.
Interleaf
International Brotherhood of Electrical
International Business Machines (IBM)
International Data Corporation
Ithaca College

Jet Propulsion Lab
Jewish Community Centers Association
Joseph E. Seagram & Sons
KQED Radio
Kaiser-Permanente
Keene State College
Lambda Legal Defense Fund
Latham & Watkins
LeBoeuf, Lamb, Greene & MacRae
Levi Strauss & Company
Lincoln National
Los Angeles Philharmonic Association
Lotus Development
Lucas Films
MCA Universal Studios
MGM/UA
Mary Washington College
Massachusetts Institute of Technology
McCutchin, Doyle, Brown & Enersen
McGill University
Microsoft
Middlebury College
Milbank, Tweed, Hadley, & McCloy
Minnesota Star Tribune
Mintz, Levin, Ferris Law Offices
Mission College
Moorehead State University
Morrison & Foerster
Mount Sinai Hospital
NYNEX
National Center for Lesbian Rights
National Conference of Christians
National Gay & Lesbian Task Force
National Organization for Women
National Public Radio
NeXT Software, Inc.
New England Medical Center
New York Law School
New York Times Guild Benefits Fund
New York University
Nike, Inc.
North Dakota University
Northeastern University
Northern States Power
Northwestern
Novell
Oakland Children's Hospital
Oberlin College
Occidental College

Ohio State University
Oil and Chemical Atomic Workers
Oracle
Oracle Complex Systems
Organic Online
Orrick, Herrington & Sutcliffe
Pacific Enterprises
Para Transit
Paramount Pictures
Park Nicolet Medical Center
Pathmark Stores, Inc.
Pillsbury, Madison & Sutro
Pitzer College
Planned Parenthood Federation of America
Pomona College
Portland Cable Access
Princeton University
Principal Mutual Life Insurance
Proskauer Ross Goetz & Mendelsohn
Quark
Recreational Equipment Inc (REI)
Rockefeller University
Rutgers University
Saddleback Memorial Center
San Francisco Chronicle
San Francisco Examiner
San Francisco Giants
Santa Cruz Operations
Schiff, Hardin & Waite
Scholastic
Seattle City Light
Seattle Mental Health Institute
Seattle Public Library
Seattle Symphony Orchestra
Seattle Times
Shaw, Pittman, Potts & Trowbridge
Showtime Networks, Inc.
Silicon Graphics
Simmons College
Skaden, Arps, Slate, Meagher & Flom
Smith & Hawken
Smith College
Sony Pictures Entertainment
Southern California Gas Company
Springfield College
Sprint
St. Paul Companies
Stanford University
Starbucks Coffee Company

State of Massachusetts
State of New York
State of Vermont
State Bar of California
State University of New York System
Steptoe & Johnson
Sullivan & Cromwell
Sun Microsystems
Swarthmore College
Sybase
Syracuse University
Tanbrands
Teachers' College of Columbia University
Tele-Communications, Inc.
Thomas Jefferson University & Hospital
Time Warner
Tufts University
UAL
U S West
Union Theological Seminary
Union of American Hebrew Congregations
Unitarian Universalist Committee
United Airlines, Inc.
United University Professors
University of Alaska
University of British Columbia
University of California at Irvine
University of California at Los Angeles
University of Californian at Santa Cruz
University of Chicago
University of Colorado
University of Denver
University of Iowa
University of Michigan
University of Minnesota
University of New Mexico
University of Pennsylvania
University of Pittsburgh
University of Tampa
University of Vermont
University of Washington
University of Wisconsin
Vermont Girl Scouts Council
Viacom, Inc.
Village of Oak Park (IL)
Village Voice
WGBH Public Television
WQED Radio
Wachtell, Lipton, Rosen & Katz

Wainwright Bank
Walker Art Center
Walt Disney
Warner Brothers
Washington State University
Wayne State University
Wellesley College
Wesleyan University
Williams College
Working Assets Funding Service
Wright State University
Wyatt Company
Yale University
Ziff-Davis Publishing

*Living Document
Fortune 500 in italics.

For more information:

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Political Coordinator

Human Rights Campaign
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Washington, D.C. 20005
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FAX: 202-347-5323 *fax*
<http://www.hrcusa.org/>
Tiffany_Newton@hrcusa.org



HUMAN
RIGHTS
CAMPAIGN

1101 14th Street NW
Washington, D.C. 20005
phone 202 628 4160
fax 202 347 5323

WorkNet

Employers with Non-Discrimination Policies that Include Sexual Orientation*

As of March 3, 1997

3M Unitek
A.C. Nielsen Company
A.T. Massey Coal Company
AAA
ABC Nissan
ABC, Inc.
AFL-CIO
AFLAC
AMR
AST Research, Inc.
AT & T (American Telephone & Telegraph Co.)
ATE Management and Service Company, Inc.
Abbott Laboratories
Actuarial Sciences Associates
Acuson Corporation
Adamation, Inc.
Adobe Systems
Adolph Coors
Advanced Energy Options, Inc.
Advanced Micro Devices
Aetna Life & Casualty Insurance
Agouron Pharmaceuticals
Air Products & Chemicals, Inc.
Airtouch Communications
Akron Standard
Alberto-Culver
Albertson's
Albuquerque Public Schools
Alexander and Baldwin
Allegheny College
Allergan
Allied Signal
Allstate Insurance Group
Alma College
Altera
Amdahl
Amerada Hess
America West Airlines
American Airlines
American Civil Liberties Union
American Conservatory of Music
American Credit Indemnity Company
American Cyanamid
American Electric Power
American Express
American Friends Service Committee
American Postal Workers Union AFL-CIO
American President
American Psychological Association
American Stores
American Systems Engineering
Amerisource Family Pharmacy
Ameritech
Amgen
Amherst College
Amoco
Amrion
Anchor Fasteners
Anchor Stampings
Andersen Consulting
Ann Arbor Software Development
Ann Taylor Stores
Anthem
Antioch College
Antioch (New England) Graduate School
Apogee Enterprises
Appalachian State University
Apple Computer
Arizona Public Service
Arizona State University
Armstrong World Industries
Arrow Electronics
Arvin Industries
Ashland Petroleum
Atlantic Richfield
Autodesk
Automated Label Systems
Automatic Data Processing
Avery Dennison
Avnet, Inc.
B & L Plastics
BKG Finishing Systems
BMY Wheeled Vehicles
Babson College
Baker & Botts
Baker & McKenzie
Balance Engineering Corp.
Ballard, Spahr, Andrews & Ingersoll

Baltimore Gas and Electric
Banc One Corp.
Bank of Boston
Bank of California
Bank of Hawaii
Bank of New York Company
BankAmerica Corp.
Bankers Trust New York
Banyan Systems
Barnard College
Bashas' Inc.
Bates College
Baxter World Trade Corp.
Bay View Capital
Bay View Federal Bank
Bear Stearns
Becton Dickinson
Bell Atlantic
Bell Northern Research
BellSouth Telecommunications
Bemis Company, Inc.
Ben and Jerry's Homemade
Beneficial Commercial Corp.
Bentley Systems
Bergen Brunswig
Berkely Unified School District
BethForge Division
Bethlehem Structural Products
Bloomsburg University of PA
Blue Cross/Blue Shield of Massachusetts
Boatmen's Bancshares
Body Shop
Borland International
Boston Edison Company
Boston Globe Newspaper
Boston Scientific
Bowdoin College
Brandeis University
Bristol-Myers Squibb Company
Broadcasting Group
Brobeck, Phleger & Harrison
Brokerage Processing Services
Brooklyn Union Gas
Brown University
Bryn Mawr College
Bucknell University
Bureau of National Affairs
Burns Harbor
CBS

CINergy
CMP Publications
CMS Energy
CNA
CNG Energy Services
CNG Producing
CNG Transmission Corp.
CONSTAR International
CUNA Mutual Insurance Group
Cadwalader, Wickersham & Taft
Calgon Vestal Laboratories
California Federal Bank
California Institute of Technology
Campbell Soup
Carleton College
Carnegie Group
Carnegie Mellon University
Case Western Reserve University
Catholic University of America
Celestial Seasonings
Central & South West
Ceridian Corp.
Chadbourne & Parke
Charles Schwab & Company
Chase Manhattan Corp.
Chemical Banking Corp.
Chevron
Chicago School of Professional Psychology
Childcraft Education
Children's Hospital of Boston
Children's Television Workshop
China Coast
Chippewa Falls Operations
Chubb Life Insurance of America
Cigna
Cisco Systems
Citicorp
City of Albany (NY)
City of Albuquerque (NM)
City of Alexandria (VA)
City of Alfred (NY)
City of Ames (IA)
City of Amherst (MA)
City of Ann Arbor (MI)
City of Anoka (MN)
City of Asheville (NC)
City of Aspen (CO)
City of Atlanta (GA)
City of Austin (TX)

City of Baltimore (MN)
City of Berkeley (CA)
City of Birmingham (MI)
City of Bloomington (IN)
City of Boston (MA)
City of Boulder (CO)
City of Brighton (NY)
City of Brisbane (CA)
City of Brookline (MA)
City of Buffalo (NY)
City of Burlington (VT)
City of Cambridge (MA)
City of Carrboro (NC)
City of Cathedral (CA)
City of Cerro Gordo (IA)
City of Champagne (IL)
City of Chapel Hill (NC)
City of Charlottesville (VA)
City of Chicago (IL)
City of Cleveland (OH)
City of Cleveland Heights (OH)
City of Columbia City (MO)
City of Columbia (SC)
City of Columbus (OH)
City of Corvallis (OR)
City of Crested Butte (CO)
City of Cupertino (CA)
City of Dallas (TX)
City of Daly (CA)
City of Davis (CA)
City of Denver (CO)
City of Detroit (MI)
City of Durham (NC)
City of East Hampton (NY)
City of East Lansing (MI)
City of Eugene (OR)
City of Evanston (IL)
City of Flint (MI)
City of Grand Rapids (MI)
City of Harrisburg (PA)
City of City of Hartford (CT)
City of Hayward (CA)
City of Honolulu (HI)
~~City of Houston (TX)~~
City of Iowa City (IA)
City of Ithaca (NY)
City of Kansas City (MO)
City of Key West (FL)
City of Lafayette (IN)

City of Laguna Beach (CA)
City of Lancaster (PA)
City of Lansing (MI)
City of Lawrence (KS)
City of Long Beach (CA)
City of Los Angeles (CA)
City of Lubbock (TX)
City of Madison (WI)
City of Malden (MA)
City of Marshall (MN)
City of Miami Beach (FL)
City of Milwaukee (WI)
City of Minneapolis (MN)
City of Montebello (CA)
City of Morgantown (WV)
City of Mountain View (CA)
City of New Haven (CT)
City of Newark (NJ)
City of Newton (MA)
City of Oakland (CA)
City of Oberlin (OH)
City of Olympia (WA)
City of Oneida (WI)
City of Oxford (PA)
City of Pacifica (CA)
City of Palo Alto (CA)
City of Pasadena (CA)
City of Pheonix (AZ)
City of Philadelphia (PA)
City of Pittsburg (PA)
City of Portland (ME)
City of Pullman (WA)
City of Raleigh (NC)
City of Redondo Beach (CA)
City of Riverside (CA)
City of Rochester (NY)
City of Rockville (MD)
City of Sacramento (CA)
City of Saginaw (MI)
City of San Diego (CA)
City of San Francisco (CA)
City of San Jose (CA)
City of Santa Barbara (CA)
City of Seattle (WA)
City of Somerville (MA)
City of Spokane (WA)
City of St. Louis (MO)
City of St. Paul (MN)
City of Stamford (CT)

City of State College (PA)
City of Syracuse (NY)
City of Takoma Park (MD)
City of Tampa (FL)
City of Troy (ID)
City of Troy (NY)
City of Tucson (AZ)
City of Tumwater (WA)
City of Urbana (IL)
City of Vancouver (WA)
City of Vineland (NJ)
City of Washington, DC
City of Watertown (NY)
City of West Hollywood (CA)
City of West Lafayette (IN)
City of West Palm Beach (FL)
City of Wooden (NC)
City of Worcester (MA)
City of Yellow Springs (OH)
City of York (PA)
City of Youngstown (OH)
Claims Solution Group
Claremont McKenna College
Clarion University of PA
Claris Corp.
Clarkson University
Classic Cadillac
Cleary, Gottlieb, Steen & Hamilton
Clorox
Coca-Cola
Colby College
Colgate Palmolive
Colorado College
Columbia College
Columbia University
Comdisco
Comerica
Commerce Clearing House
Commonwealth Edison
Community Energy Alternatives
Compatible Systems
Computer Associates International
Computervision Corp.
ConAgra, Inc.
Conoco
Conrail
Consolidated Coal
Consolidated Natural Gas
Consolidated Papers, Inc.

Constellation Health Services
Constellation Holdings, Inc.
Constellation Investements
Constellation Real Estate
Control Data Systems
Coopers & Lybrand
CoreStates Bank N.A.
Corestates Financial Corp.
Cornell University
County of Alameda (CA)
County of Arlington (VA)
County of Boulder (CA)
County of Broward (FL)
County of Clallam (WA)
County of Clark (WA)
County of Cook (IL)
County of Cuyahoga (OH)
County of Dane (WI)
County of Essex (NJ)
County of Fulton (GA)
County of Hennepin (MN)
County of Honolulu (HI)
County of Howard (MD)
County of Ingham (MI)
County of King (WA)
County of Minnehaha (SD)
County of Montgomery (MD)
County of Northhampton (PA)
County of Palm Beach (FL)
County of Princes George's (MD)
County of Salt Lake (UT)
County of San Mateo (CA)
County of Santa Barbara (CA)
County of Santa Cruz (CA)
County of Suffolk (NY)
County of Tompkins (NY)
Coutesy Chev - Cad
Covington & Burlington
Cravath, Swaine & Moore
Crawford and Company
Cray Research
Crown Cork & Seal
Crown Oldsmobile/Toyota
Crowns
Customs Service
Cypress Semiconductor
DALEN Resources
Dallas Area Rapid Transit
Dartmouth University

Dartmouth-Mary Hitchcock Medical Center
Datalogics Equipment
Dataquest
Davies Can Division
Davis, Polk & Wardwell
Dayton Hudson Corp.
DeVilbiss
Dean Witter
Debevoise and Plimpton
Del Monte Foods
Dell Computer
Deloitte and Touche
Delta Airlines
Delta/Cyklop Trapping
Department of Agriculture
Department of Commerce
Department of Education
Department of Health and Human Services
Department of Housing and Urban Development
Department of Justices
Department of Labor
Department of State
Department of Transportation
Department of the Interior
Dewey Ballantine
Dexter Corp.
Dickinson College
Digi-Net Sydication
Digital Equipment Corp.
Dole Food Company, Inc.
Dorsey & Whitney
Dow Chemical
Dow Jones
Dowty/Palmer-Chenard Industries
Drake University
Drew University
Drexel University
Du Pont Photomaks
Duke University
Dun & Bradstreet
Dury Free International
E.I. du Pont de Nemours and Company
Eastern Enterprises
Eastern Mountain Sports
Eastern Utilities Associates
Eastman Kodak
Eckerd College
Edinboro University
Emory University

Energy Development
Environmental Protection Agency
Episcopal Diocese of Newark
Equitable Companies, Inc.
Erisco
Evergreen State College
Executive Offices of the President
Exxon
Faegre & Benson
Fairmnt Tamper
Federal Home Loan Mortgage
Federal National Mortgage Association
Federated Department Stores
Financial Information Services
Fireman's Insurance
First Bank System
First Chicago NBD Corp.
First Interstate Bancorp
First Union Corp.
First Virginia Bank, Inc.
Firststar Corp.
Flagstar
Fluor Daniel
Fordham University School of Law
Forest Laboratories Inc.
Forest Service
Foundation Health
Foxmeyer Health
Franklin Pierce Law Center
Fred Hutchinson Cancer Research Center
Fred Meyer
Fujitsu
GEICO
Gannett
Gap, Inc.
Gardener's Supply Co.
Gas Energy Cogeneration
Gateway 2000
Gema
Genentech
General Accounting Department
General Dynamics Corp.
General Mills
General Re
General Services Administration
Genetics Institute
Georgia Southern University
Georgia Tech
Giant Food

Gillette
Glendale Federal Bank
Golden West Financial Corp.
Goldman Sachs Investment Banking
Goshen College
Graco
Graham & James
Greater Boston Hotel Employees Local 26
Great Western Bank
Great Western Financial Corp.
Greenpeace
Greyhound
Grinnell College
Group Health CO-OP of Puget Sound
Guilford College
H & R Block
H. B. Fuller
H. F. Ahmanson & Company
Hale and Door
Hampshire College
Hannaford Brothers
Harley Davidson
Harris Trust & Savings Bank
Harsco Corp.
Harvard University
Harvey Mudd College
Haverford College
Hawaiian Electric Industries
Health Systems International
Heckett MultiServ West
Heller, Ehrman, White & McAuliffe
Hendrix Wire and Cable
Herman Miller
Hewlett-Packard
Hibernia National Bank
Highland Manufacturing
Hill & Knowlton
Hill's Pet Nutrition
Hinshaw & Culbertson
Hiram College
Hogan & Hartson
Holiday Rambler
Home Box Office
Home Depot
Homestake Mining
Honeywell
Hope Gas
Hormel Foods
Hotel and Restaurant Employees of Boston

Howrey & Simon
Hubbard Farms
Huggins Hospital
Human Rights Campaign
Hunter College
Hunton & Williams
IDS Financial Services
I.M.S. International
IKG Industries
ITT
ITW Defense and Electronics
ITW Adhesives
ITW Angleboard
ITW Brands
ITW Devcon
ITW Electronic Component Packaging
ITW Fluid Products
ITW Meritex
ITW Micro-Poise
ITW Minigrip/Zip Pak
ITW Paktron
ITW Southern Gage Company
Illinois Eastern University
Illinois Northeastern University
Illinois Northern University
Illinois Southern University
Illinois State University
Illinois Tool Works
Informix Software
Inland Steel Industries
Integrity Systems Division
Intel, Inc.
Interactive Data Corp.
Intergraph
Internal Revenue Service
International Business Machines (IBM)
International Data Corp.
International Paper
International Technology
Iolab
J. P. Morgan & Company
Jafra Cosmetics
Jarad Broadcasting
Jenner & Block
Jetco Chemicals
Johnson & Johnson
Johnson Controls
Joseph E. Seagram & Sons
Joseph T. Ryan & Son

Joseph T. Ryerson & Son - IL
Joseph T. Ryerson & Son - WA
KPMG Peat Marwick
Kaiser-Permanente
Katten, Muchin & Zavis
Kaye, Scholer, Fireman, Hays & Handler
Keck, Mahin, Cate
Keene State College
Kelco
Kelley Drye & Warren
Kellogg
Kentucky Fried Chicken
Keyport Life
King & Spalding
Kirkland & Ellis
Kirkpatrick & Lockhart
Knight-Ridder
Kraft
Kraft Foods International
LSI Logic
Lago Systems
Lambda Legal Defense Fund
Latham & Watkins
Lawyers Cooperative Publishing
LeBoeuf, Lamb, Greene & MacRae
Lehigh University
Lesbian and Gay Labor Network
Levi Strauss & Company
Library of Congress
LifeScan
Lillian Vernon Corp.
Lincoln National
Linvatec
Long Island Lighting
Los Angeles Times
Lotus Development
Louis Dreyfus North American
Lukens
MBIA Corp.
MCA Universal Studios
MCI Communications
Macy's
Marriott International
Massachusetts Institute of Technology
Massachusetts Mutual Life
Maxtor
Mayer, Brown & Platt
McCaw Cellular
McCutchin, Doyle, Brown & Enersen

McGraw-Hill
McKenne & Cuneo
McKesson
Mead Johnson Nutritional Group
Medco Containment Services
Media Networks
Medtronic
Mellon Bank Corp.
Merck & Co., Inc.
Merisel
Merit Systems Protection Board
Mervyn's
Methodist Hospital of Indianapolis
Metropolitan Life Insurance
Mexican American Legal Defense and Education
Microsoft
Midlantic Bank
Milbank, Tweed, Hadley, & McCloy
Miller Brewing
Millipore Corp.
Minnesota Mining and Manufacturing (3M)
Minnesota Public Radio
Mintz, Levin, Cohn Ferris, Glovsky & Popeo
Mission Energy
Mobil
Monarch Marketing Systems
Monsanto
Moody's Investors Service
Morrison & Foerster
Morrison Knudsen
Motorola
Mudge, Rose, Guthrie, Alexander & Ferdon
Mutual of New York
Myers Industries
NYNEX Corp.
Nabisco Brands, Inc.
Nash Finch
Nashua
National Advertising
National Audubon Society
National Black Caucus of State Legislators
National Center for Lesbian Rights
National Gay & Lesbian Task Force
National Organization for Women
National Public Radio
Nationsbank Corp.
Naval Civilians Employees
Navistar International
NeXT Computer

Nestle Beverage
Neutrogena
Nevado Bell
New England College
New England Electric Systems
New England Mutual Life Insurance
New York Life Insurance
New York Times
New York University
Niagara Mohawk Power
Nike, Inc.
Nordstrom
Northeast Utilities
Northern States Power
Northern Trust
Northern Utilities
Northwest Airlines
Northwestern Mutual Life Insurance
Norwest
Noxell
O'Melveny & Meyers
OMI Corp.
Oberlin College
Occidental Petroleum
Office Depot
Office of Personnel Management
Ogden Corp.
Olin
Optronics
OrNda Health
Oracle
Oral B Laboratories
Orrick, Herrington & Sutcliffe
Otter Trail Power
PECO Energy
PG & E Operating Services
Paccar
PacifiCorp
Pacific Bell
Pacific Enterprises
Pacific Gas and Electric
Pacific Mutual Life Insurance
Pacific Telesis Group
PacifiCare Health Systems
Patch Rubber
Patent Construction Systems
Pathmark Stores, Inc.
Patterson-Kelley
Paul, Hastings, Janofsky & Walker

Paul, Weiss, Rifkind, Wharton & Garrison
Payless Cashways
Peace Corps
Penn Mutual Life Insurance Co.
Pennsylvania Power and Light
Pennsylvania State University
Pennsylvania Steel Technologies
People's Bank
Pepper, Hamilton & Scheetz
Perkin-Elmer
Perkins Coie
Pfizer
Pharmacia & Upjohn, Inc.
Philip Morris
Pillsbury, Madison & Sutro
Pioneer Hi-Bred
Piper & Marbury
Piper Jaffray Co.
Pitney Bowes
Pitzer College
Planned Parenthood Federation of America
Planters and Lifesavers
Plastic Beverage Closures
Plastic Parts
Plymouth State College
Polaroid
Pomona College
Portland Cable Access
Portland General
Post-Newsweek Cable
Pow Con
Presbyterian Church (USA)
Price/Costco
Primerica Financial Services
Prince George's Community College
Principal Mutual Life Insurance
Procter & Gamble
Proskauer, Ross, Goetz & Mendelsohn
Providian
Prudential Insurance
Public Service Enterprise Group
Quaker Oats
Qual Comm
Quark
Quintus Computer Systems
R.R. Donnelley & Sons
RJ Reynolds Tobacco
RJR Nabisco
Railroad

Ralston Purina
Recreational Equipment Inc (REI)
Red Lobster
Reebok International
Reed Minerals
Regional Newspaper Group
Reliable Chevrolet
Remington Arms
Republic NY Corp.
Reuben H. Donnelley
Revco Drug Stores
Riggs National
Rite Aid Corp.
Robinson Terminal Warehouse
Rogers & Wells
Ropes & Gray
Roundy's
Ryder Automotive Carrier Group
Ryder System
SBC Asset Management
SBC Communications
SCE
SCI Systems, Inc.
Safeco
Safeway
Salomon Brothers
San Diego Gas & Electric
San Diego State University
San Francisco Giants
Sara Lee
Schiff, Hardin & Waite
Scholastic
School of the Arts Institute
Science Applications International
Scripps College
Sears, Roebuck and Company
Seattle City Light
Seattle First National Bank
Seattle Mental Health Institute
Seattle Public Library
Seattle Times
Sequent Computer
Servicemaster
Seyfarth, Shaw, Fairweather & Geraldson
Shaw, Pittman, Potts & Trowbridge
Shearman & Sterling
Shepard's/McGraw Hill
Sherwood
Showboat

Showtime Networks, Inc.
Sidley & Austin
Silicon Graphics
Skaden, Arps, Slate, Meagher & Flom
SmithKline Beecham
Southerland, Asbil & Breenan
Southern California Edison
Southern Pacific Rail
Southwestern Bell
Sparrows Point
Speigel
Sports/Leisure Magazine
Sprint
St. Paul Companies
Stanford University
Stanley H. Kaplan Educational Center
Star Gas Corp.
Starbucks Coffee Co.
State College
State Universities of Connecticut
State of California
State of Connecticut
State of Hawaii
State of Massachusetts
State of Minnesota
State of New Jersey
State of Rhode Island
State of Vermont
Stoel Rives Boley Jones & Grey
Stop & Shop
Storage Technology
Stratus Computer
Stroock, Stroock & Lavan
Sullivan & Cromwell
Sun Microsystems
SUPERVALU
Swarthmore College
Sybase
Sycamore Investment Co.
Symantec Corp.
TIA-CREF
TJX
Talegen Holdings
Tambrands
Tandem Computers
Tandy
Taregt Stores
Taylor-Wharton Gas Equipment
Tech Data

Tecumseh Products
Tektronix
Tele-Communications, Inc.
Teledyne
Temple University
Temple-Inland
Tenet Healthcare Systems
Tenneco
Texas Instruments
The Beth Ship Division
The East Ohio Gas Co.
The Gazette Newspapers
The Gorton Group
The Grass Valley Group
The Herald Co.
The Olive Garden
The Peoples Natural Gas Co.
The Wall Street Journal
Therakos, Inc.
Time Life
Time Warner
Towers Parrin
Toys "R" Us
Transamerica
Travelers Group
Turner Broadcasting System
Turner Corp.
UAL
UJB Financial
US Bancorp
US Life Insurance Co.
US Robotics
US Trust
US West
USA Today
USA Weekend
USAir Group
UT Automotive
Ungermann-Bass
Unicom
Union Bank
Union Carbide
Unisys
United Airlines, Inc.
United Healthcare
United States Postal Service
United States Surgical
United Technologies
University of Akron

University of Alaska
University of Alberta
University of British Columbia
University of Buffalo
University of Chicago
University of Cincinnati
University of Connecticut
University of Georgia
University of Hartford
University of Hawaii
University of Kansas
University of Minnesota
University of New Hampshire
University of New Mexico
University of Pennsylvania
University of Pittsburgh
University of South Florida
University of Washington
Unum Life Insurance
Upjohn
V.T.
VF
Varian Associates
Viacom, Inc.
Village Voice
Virginia Natural Gas
Vistakon, Johnson & Johnson
Vorys, Sater, Seymour and Pease
W. W. Grainger
WEA Manufacturing
WGBH Public Television
WORLDSPAN
WQED FM Radio
Wainwright Bank
Walgreen
Walt Disney
Wang Laboratories
Warner-Lambert
Washington Mutual
Washington Post
Washington State University
Watkins-Johnson
Wells Fargo & Company
West Ohio Gas Co.
Western Auto Supply
Western Digital Corp.
Westvaco
Westwood Squibb Pharmaceuticals
Weyerhaeuser

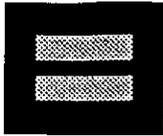
White House
Whitman, Breed, Abbott & Morgan
Wilmer, Cutler, Pickering and Sutherland
Wilson, Sonsini, Goodrich & Rosati
Winston & Strawn
Wisconsin Energy
Woolworth
Working Assets Funding Service
Workmens Circle Branch 92/494E
World Resources Institute
Wynn's International
XL/Datacomp Inc.
XSoft
Xerox
YWCA of Greater Milwaukee
York International
Young and Rubicam
Zenith
Ziff-Davis Publishing
Zimmer, Inc.

*Living Document
Fortune 500 in italics.

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**HUMAN
RIGHTS
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WorkNet

Gay/Lesbian/Bisexual Employee Groups

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AETNA Life & Casualty
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Rick Balmer
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A Group of Groups (AGOG)
Regional Network
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Fort Lauderdale, FL 33301-1379
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WorkNet

Gay, Lesbian and Bisexual Employee Support Groups and Workplace Diversity Programs

Introduction: Our Mission

The workplace has rapidly become a catalyst for social change in America. For gays and lesbians on the job, these changes can be profound. The acceptance of enlightened human resource policies, the formation of new gay and lesbian employee groups and the adoption of same-sex domestic partner benefits are some of the most significant ways these changes are measured. While there are hundreds of corporations, state and local governments and organizations that explicitly prohibit discrimination on sexual orientation, there are also numerous companies and organizations today – both large and small – that have implemented domestic partnership benefits (ie. equal benefits, not special benefits) for their gay and lesbian workers. The imaginative research and advances made by these business pioneers are a valuable resource and must be shared with others who are working to secure true equality in the workplace for lesbian and gay people.

The Human Rights Campaign (HRC) is committed to supporting the efforts of corporations, employee groups and individuals striving to make equal opportunity in the workplace a reality for all employees. Accordingly, HRC has established itself as an information source on workplace and corporate issues that touch the lives of all lesbian and gay employees. Our objective for the Workplace Project is to create and distribute gay and lesbian employment information tools to rapidly expand the knowledge base on these issues and to be a vital and immediately accessible resource on workplace success stories, policies and opportunities. Our vision is an America where lesbian and gay people are ensured of their basic equal rights – and can be open, honest and safe at home, *at work*, and in the community.

Gay Issues in the Workplace

Gay men and lesbians are part of the fabric of the American workforce. Statistics continue to show that gays and lesbians comprise three to ten percent of the population. As more people come out at home and on the job, friends, co-workers, peers, and managers are seeing that gay people are doctors, construction workers, lawyers, teachers, elected officials, travel agents and professional athletes.

But, unlike people of color or in the case of gender, gays and lesbians are often not visible unless they “come out” and let others know who they are. When or whether they come out at work

depends on how safe gay and lesbian employees feel it is to do so. Assessing the “gay-friendliness” of a particular company or specific workplace is a significant part of this coming out process.

Lesbian and gay employees look at a company’s policies and benefits for signs of inclusion and acceptance.

- *Does the EEO policy include sexual orientation?*
- *Does company extend domestic partnership benefits to its employees?*
- *Does the diversity training program include gay and lesbian issues?*
- *Are there any openly gay co-workers and what has been their experience?*

What they fear by not seeing these hopeful signs is job loss, rejection by co-workers and becoming the victim of anti-gay jokes, slurs or even violence. These fears are based on actual incidents that gays and lesbians all across this country have encountered just for being as open and honest about their sexual orientation as their non-gay co-workers.

As in the cases of gender and race, management is addressing sexual orientation because of the realization that it has a direct impact on employee productivity. In their book Straight Talk about Gays in the Workplace, Susan Spielman and Liz Winfeld note that “...companies benefit from the ability to take full advantage of the skills and knowledge of all of their employees. A big part of this benefit is felt in allowing each person to perform to his or her greatest potential, unfettered by fear of prejudice...”

As more and more gays and lesbians come out on the job, it is apparent that management is not sure what this means to them and is not aware of how this is an issue for them to address in their workplace. Because of the lack of visibility of gays and lesbians, management often feels that there are no gay and lesbian employees working for them and as a result, there is no need to implement specific policies and benefits. Also, management may assume that gays and lesbian are covered under the current policies and are protected from discrimination.

The following two examples highlight how gays and lesbians are changing the face of the American workplace. When Apple Computer decided to build a plant in a Texas community, the result was a battle with the community leadership that opposed Apple’s policy of providing domestic partnership benefits to its gay and lesbian employees. In another situation, AT&T sent a direct mail solicitation tailored to gays and lesbians; its management received both accolades from gay and lesbian Americans as well as condemnation and threats of boycott from conservatives across the country. In each situation, management recognized that the decisions would have an impact on both the company’s and its consumers who were gay and non-gay.

In response to these new workplace challenges, management and employees alike are looking to each other for support and counsel on how to best address them. Gay and lesbian employees are forming employee resource groups (ERGs) to discuss common issues and strategize on what is the best way

to approach management on issues relating to sexual orientation in the workplace. Management is realizing that they cannot address these issues in a vacuum and are looking to these formal and informal groups for input and suggestions.

Gay, Lesbian and Bisexual Employee Resource and Support Groups (ERG)

With competition so fierce and the differences between products and services so minute, the greatest advantage any company has over another is its people. As Spielman and Winfeld point out, "for businesses and corporations, a supportive stance results in becoming an employer of choice for many people -- not just gay people but for all concerned about a fair, equitable and nonhostile work environment."

While at each company the path varies, the emergence of gay, lesbian and bisexual ERGs have been pivotal in bringing the inequities of the current work environment to the attention of management. In addition to sexual orientation, ERGs are also established by gender, race, religion, and disability, and work together to build a better and more diverse organization.

Gay, lesbian and bisexual ERGs form within organizations for two primary reasons. The first and most prevalent is that gay and lesbian employees need to share with each other their concerns and ideas about policies, benefits, hiring, firing, promotions, and marketing opportunities for the company. The second though less frequent reason is that management recognizes the need to better address gay and lesbian issues in the company.

In today's workplace, gay, lesbian and bisexual employees are not given the same access to company policies and benefits. As a result, most ERGs are discussing strategies to gain inclusion and equity. These include adding sexual orientation to the company EEO policy, company-provided domestic partnership benefits, adding domestic partners in company bereavement and benefit policies, as well as any perks that apply to married couples. The goal in each workplace is the same: investigate how to be as inclusive as possible for gay and lesbian employees -- for the benefit of the employees as well as the company.

Forming a New ERG

Gay, lesbian and bisexual employee resource groups (ERGs) can be very effective in getting corporations and other organizations to address sexual orientation issues in the workplace. Although there is no standard process for forming an ERG, there are some common steps in getting started.

Identify employees who might want to join the ERG.

Get together in a safe environment with other employees who are interested in organizing a

group. Use as many forms of communication as possible to get word out to prospective members like the company newsletter, E-mail, bulletin boards and local gay newspapers.

Understand that employees are all at different stages of coming out and may have personally experienced discrimination at work. One of the first items to be discussed is confidentiality guidelines - you don't want to scare people away.

Inform management you want to form a group.

Keeping management informed of your desires to create a safe and productive workplace for gay, lesbian and bisexual employees is often met with support. The Human Resources Department in your organization should maintain confidentiality with employees when discussing sexual orientation issues. Also, many organizations now have Diversity Managers whose mission is to help facilitate employee discussion and action about these issues. A key to the success of group formation is finding a senior manager or executive who can serve as your mentor and internal champion of your group.

If other employee resource groups have been officially recognized by your employer, such as groups for African Americans, Hispanic Americans, women or people with disabilities, this can also tell you how receptive management is to the formation of an ERG.

Establish a structure and determine the purpose of the ERG.

You will need to consider a number of organizational issues when forming your group. Items include:

- Structure (consensus, formal hierarchy),
- Dues
- Budget
- Registering for non-profit status
- Objectives and mission of the group

Some of the possible purposes could be a social/support network or a professional development group. Often groups look to support a company's marketing efforts to the gay and lesbian consumer. *Remember, if you approach creating a better work environment for all employees as the basis for forming the ERG, management is more likely to work with you than against you.*

A professionally focused ERG can raise awareness of sexual orientation issues to improve employee relations as well as to prompt change in company policies. Specific policy changes your

group might work for include incorporating sexual orientation in the Equal Employment Opportunity statement and diversity programs, and improving benefit policies to include domestic partners on such issues as childcare benefits, family leave, adoption leave, bereavement leave, relocation benefits, employer-paid travel and employee assistance programs.

Build coalitions inside and outside of your company.

Networking with other ESGs, management groups and community organizations helps to establish credibility and break down barriers. By getting involved with your work community as well as the local community by hosting pride celebrations, participating in or organizing community service projects like AIDS Walks, supporting gay, lesbian and bisexual college students with mentoring and scholarships and acknowledging your non-gay allies, your ESG will become a more visible, valued part of both communities.

All of these steps should be taken with an awareness of and respect for diversity. Your organization should reflect the larger demographics of the company to gain respect and maintain integrity.

Examples of ERGs at Work

The computer, telecommunications and entertainment industries have long understood that what is most important in the battle to remain on top is to train and retain the best and brightest employees. Companies like Apple Computer, MCA/Universal, Silicon Graphics, and AT&T have long sought to ensure that the diversity of this world is reflected in their workforce and that it is a philosophy to embrace instead of avoid. And it pays off at the bank with higher worker productivity and higher profits. Here are some of their stories:

AT&T

Following the March on Washington in 1987, a group of AT&T employees formed an informal support group to see if they could put to work the inspiration and empowerment they experienced during the march. In 1992, a national structure was created to loosely join individual chapters of LEAGUE (Lesbian, Bisexual and Gay United Employees) which was the vehicle of communication between gay, lesbian and bisexual employees and management at AT&T.

LEAGUE adopted the following vision: *"To share the AT&T values, we commit ourselves to advancing changes that will help people respect and value lesbian, bisexual and gay employees and further*

AT&T's quest for excellence and customer satisfaction."

Today, LEAGUE's 20 chapters and 1,000 members join six other employee resource groups as a key element of the diversity initiatives of AT&T. LEAGUE provides advocacy and access to all levels of management, professional development courses and conferences and an annual national meeting, workplace community support via electronic mail and regular gatherings, and The Safe Place Program, which provides a safe haven for gay issues to be discussed with management without fear of retribution. Helping with community service projects and serving as a resource for solving workplace issues provides LEAGUE the opportunity to eliminate homophobia from the workplace and community.

XEROX Corporation

GALAXe is a formal organization open to all XEROX employees who are gay, lesbian or bisexual, or who support gay, lesbian and bisexual concerns. The mission of this self-governing group is *...to offer support and visibility within XEROX, and to provide an official point of contact between its membership, XEROX Corporation, and other gay, lesbian and bisexual organizations outside XEROX.*

Working with management, the group has been effective at changing all human resource policies relative to family definitions to include domestic partners, both same-sex and opposite-sex. This includes medical leave, personal absence (bereavement), relocation, child care resource and referral, elder care consultation and referral and the employee assistance programs.

Nestlé

Nestlé's ERG is known as LEGEND (Lesbians and Gays Enhancing Nestlé's Diversity). The mission of the organization is: *To promote and maintain a workplace environment where gay and lesbian employees feel comfortable doing the jobs for which they were hired, thereby supporting Nestlé's core "People" values.*

At the same time, the group upholds Nestlé's goals for valuing diversity by fostering recognition and a general acceptance of lesbian and gay employees as an integral part of the Nestlé workforce. The results: improved workplace satisfaction among gay and lesbian employees, leading to elevated employee morale and productivity, ultimately helping Nestlé achieve its financial goals.

Kaiser Permanente

Kaiser's Lesbian, Gay, Bisexual Association was created to give voice to the strengths, needs and concerns of lesbian, gay and bisexual employees, physicians, and health plan members. Like XEROX, the mission of the organization is: *to make Kaiser Permanente the national leader in the delivery of its product - sensitive, quality health care and health promotion - to the lesbian, gay and*

bisexual community. If successful in their aims, Kaiser will be known as the employer of choice for members of the gay community.

Working with other Kaiser Permanente staff associations and management, the Lesbian, Gay, Bisexual Association serves to empower employees and physicians of diverse backgrounds. Together, they foster teamwork, cooperation and mutual respect and serve as a benchmark for the industry. The Association, opposing prejudice and discrimination of all types, works to bring about the day that all lesbian, gay and bisexual employees, physicians and members can be out freely and proudly, without fear of reprisal.

Workplace Diversity Programs

Organizations are recognizing that diverse work environments, including those that value their gay, lesbian and bisexual employees, are more productive and more profitable. Employee Resource Groups are just the first step. Implementing a systematic approach to establishing and maintaining diversity is the next part of the process. It requires commitment at all levels of the organization, including top management.

At IBM, it comes from the top down. In a company memo, CEO Louis Gerstner, Jr. stresses the importance of company diversity. "Effective management of our workforce diversity is an important strategic objective. While senior management is responsible for the necessary action to comply fully with our policy, every manager in IBM is expected to abide by this policy and uphold the company's commitment to workforce diversity."

More and more companies are creating Workplace Diversity Programs (WDP) that include structures which assist management in implementing diversity initiatives. Known in some companies as Pluralism Councils, Multicultural Programs, and Workplace Diversity Councils, the sole function of these official structures is to develop and enforce broad-based diversity strategies at all levels of the organization. In addition to supporting the creation of ERGs, areas of focus and change include: EEO statements, Affirmative Action, and Quality of Life.

Equal Opportunity

A strong Equal Employment Opportunity statement is the first step in establishing a climate of equal access for all segments of the population. In order to attract and keep the best and brightest employees, organizations need to ensure that all business activities -- hiring, training, compensation, promotions, transfers, terminations and company activities -- are conducted without discrimination based on race, color, religion, gender, sexual orientation, national origin, disability, age or veteran status.

Sexual orientation is often missing from non-discrimination policies. Experience has shown, however, that once management is asked to include it, the request is often granted. Management needs to understand that it is still legal to fire someone just for being gay or lesbian in all but nine states and the District of Columbia. Cracker Barrel Restaurant's decision to fire all gay and lesbian employees is one such example demonstrating the need for EEO statements inclusive of sexual orientation. Absence of these written policies is not only a hole in the diversity program but creates an uneven playing field for bisexual, lesbian and gay employees.

Affirmative Action

While EEO statements ensure equal access, affirmative action policies take the next step in removing barriers to opportunity. Affirmative action policies guarantee that the company proactively works to give qualified candidates outside the usual circle the chance to compete with those inside the circle in all business activities. In the case of sexual orientation, this can translate to: advertising job openings in gay newspapers; communicating to job applicants the company's benefit plans, including those that extend to domestic partners; offering professional development seminars of interest to gay employees (such as improving marketing efforts to lesbians, gays and bisexuals), etc. The intent of affirmative action policies is not to fill quotas, but to ensure that every effort is made to attract and maintain a diverse workforce.

Quality of Life

Significant changes in the composition and diversity of the workplace of the 1990s has required modifying long standing policies and procedures. With greater numbers of single and two-parent working families, flexible work schedules and work-at-home options are necessary to retain valuable employees. Health, elder and long-term care provisions that consider all employees needs demonstrate a company is serious about diversity.

For gay, lesbian and bisexual employees, this means providing time for an employee to care for a loved one with AIDS, bereavement leave equivalent to married employees, inclusion of partners and chosen family members in company events, and retirement benefits that can be applied to a domestic partner in case of death. In addition to these quality of life measures, on-going diversity training and education for all employees and managers is an important part of building a more comfortable, motivating work environment.

How to Use This Information as a Tool for Action

While most companies appear to validate their gay and lesbian employee groups and to offer management support, some employers remain wary. In spite of all the progress made to date, we should note that there are companies that refuse to recognize their lesbian and gay employees, deny space for organizational meetings and forbid inter-office communications by the gay employee

group. Again, these are unusual circumstances and more the exception than the rule. What they illustrate, however, is that there are identifiable pockets across corporate America that do not accept diversity and inclusiveness as workplace principles, nor do they recognize yet the stigma of discrimination and invisibility among their gay workforce.

There are many actions that can spark the creation of an ERG. Whether it is an act of discrimination against a gay person, or the opportunity to pursue new markets, more and more companies are realizing that open communication with their gay and lesbian employees about these issues is vital to their success. Just as African Americans and women were consulted about benefits and policies that impact them, so are gays and lesbians being added to the discussion about the issues affecting them. It just makes good business sense.

In Ed Micken's book, The 100 Best Companies for Gay Men and Lesbians, more information about some of these companies can provide you with additional keys to success. The companies on the following page have set prime examples of how valuing diversity means including sexual orientation.

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WorkNet

Domestic Partnership Benefits for Same-Sex Couples

Introduction: Our Mission

The workplace has rapidly become a catalyst for social change in America. For gays and lesbians on the job, these changes can be profound. The acceptance of enlightened human resource policies, the formation of new gay and lesbian employee groups and the adoption of same-sex domestic partner benefits are some of the most significant ways these changes are measured. As companies embrace these human resource policies, we also track encouraging trends in public attitudes and public policy.

The Human Rights Campaign (HRC) has emerged as a national information source on workplace and corporate issues that touch the lives of all lesbian and gay employees. Our vision is an America where lesbian and gay people are ensured of their basic equal rights – and can be open, honest and safe at home, *at work*, and in the community. Our objective for the Workplace Project is to create and distribute gay and lesbian employment information tools to rapidly expand the knowledge base on these issues and to be a vital and immediately accessible resource on workplace success stories, policies and opportunities.

While there are hundreds of corporations, state and local governments and organizations that explicitly prohibit discrimination on sexual orientation, it also is estimated there are added legions of companies and organizations today – both large and small – that have implemented domestic partnership benefits for their gay and lesbian workers. The imaginative research and advances made by corporate pioneers are a valuable resource and must be shared with others who are struggling to find these answers. HRC has a commitment to develop many of these tools and to serve as this resource for the community as a means of community organizing and of advancing our legislative agenda.

Achieving Domestic Partnership Benefits and Why They Matter

Two high school friends from similar neighborhoods, who happen to have comparable grades and test scores, are accepted for admission by the same college. During their college careers, both women maintain impressive academic records. After graduation, both land management

trainee positions in a leading U.S. company and are offered matching starting salaries. One marries her college boyfriend and begins a family, while the other woman remains in a committed relationship with her lesbian partner.

Both young adults make a solid start in life. This is the point, however, where the career paths and rewards for lesbians and gay men often sharply diverge from their non-gay counterparts.

Although on the surface, the company offers equal pay for equal work, the actual job benefits for the heterosexual employee are significantly higher. Her employer also extends health insurance coverage to her husband and any children they have, and the federal government does not tax her for the cost of that coverage. Upon her retirement and eventual death, her surviving spouse will be eligible for a share of the company's pension benefits. The company will also allow extended leave time if there is sickness or a death in the family. In addition, the company explicitly encourages their employees to include their married spouses at corporate social events, and to meet their clients with their spouses.

For the lesbian employee, the picture is very different, especially since the legal status of marriage is denied to lesbians and gays throughout the United States today. The company does not recognize nor extend its health insurance or pension benefits to any gay or lesbian domestic partners. [And even where coverage is extended, however, the IRS will tax the employee for the value of that coverage.] Her employer does not have any written policy to enable a gay employee to take an excused leave when illness or disability strikes their family. And many if not most companies today simply prefer that lesbian and gay employees leave their partners at home and remain "invisible" at company and client functions.

This is a snapshot of two people, two emerging careers, and a very unequal outcome based on sexual orientation, and how it is recognized in the workplace and under current law. *Domestic partner benefits are among the most tangible ways that an employer chooses to express the value it holds for a loyal employee. Without domestic partner benefits, gay and lesbian employees will forever remain a separate and unequal group of workers.*

Since World War II, American business has found it wise business policy to build a committed, loyal workforce. Employers compete with one another often by establishing a range of "extras" that – with salary consideration – make the company an even more desirable place to work and can provide an added measure of security and comfort. Over time, these benefits no longer can be considered "extra," of course. They are very tangible issues like health care coverage that are vital for any family today. They also play a critical role in collective bargaining arrangements negotiated between company unions and management.

The good news is that companies are beginning to recognize this disparity and to respond. Progressive corporate leaders like Lotus, Time-Warner, Levi Strauss, Kaiser Permanente, Sun

Microsystems, Apple Computer, Microsoft, Northern Telecom, Quark, Genentech, Ben & Jerry's, and the Walt Disney Company have acknowledged this discrimination and decided to extend domestic partner benefits to their gay and lesbian workers.

In addition to private employers, there are now scores of cities, counties and universities across America (with a clear edge given to California, Massachusetts and Minnesota) that also offer same-sex domestic partner benefits. In their outstanding 1995 book on gay workplace issues [Straight Talk about Gays in the Workplace, November 1995, American Management Association], authors Liz Winfield and Susan Spielman reported 42 American cities and states, 96 private companies and 68 colleges and universities offer some or all domestic partner benefits to same-sex couples (as of December 1, 1994). At the current time, Winfield and Spielman note that employers are adding some form of domestic partner benefits at the rate of one to three per week.

The bad news is that for many companies today, their inaction is frozen by ignorance or misconceptions about gay workers, unfounded fears about the actual costs of extending benefits, additional misperception about the spread of HIV/AIDS as a health cost uniquely affecting gay men, and simply the traditional, often glacial pace at which many companies make human resource policy or coverage changes.

After their company has adopted a written statement of non-discrimination in their employment and hiring practices, the next step taken by many gay and lesbian employee groups is to convince management to examine the issue of domestic partner coverage, to analyze its costs and implications realistically, and to consider how to implement such a plan.

What Are Domestic Partnership Benefits?

First, let's define terms. What do we ordinarily mean by the term *domestic partner benefits* and what do they include?

First, almost all employees are compensated for their work in two ways: through their salary, of course, and also through traditional employee benefits such as a medical plan, life insurance coverage, vacation and personal leave policies, and so on. In the vocabulary of human resource specialists, these benefits are customarily divided into two broader categories of hard and soft benefits. Hard benefits traditionally entail direct company expenditures, such as the dollar cost of purchasing group health plans or pension benefits.

Soft benefits, however, are usually seen as intangible or have indirect company cost. They do have very meaningful value to the employee such as leave allowed for family illness, emergencies or bereavement. Typically, when we speak of employee benefits, we generally refer to these kinds of benefit issues and human resource policies (both "hard" and "soft" benefits):

- Medical and dental insurance coverage,
- Disability and life insurance coverage,
- Pension benefits,
- Child care facilities or support,
- Family and bereavement leave,
- Education and tuition assistance programs,
- Adoption assistance,
- Credit union membership,
- Corporate incentive or perk programs, including sports club memberships, resort travel, discounts on company merchandise or upgrades in service,
- Relocation and travel-related expenses, and
- Including partner in company-sponsored events and programs.

As you can observe from the list, all of these will typically affect any family, and are important considerations for gay and non-gay employees. Enlightened companies understand that all employees must confront these needs and will strive to make their programs as equal as possible. Some, for example, offer so-called "cafeteria" plans that enable workers to choose from the menu of options and services that best suit their circumstances. Couples with young children may not wish to have help with adoption assistance, but desire instead to advance their own education and skills through a tuition assistance program.

How is the term *domestic partner* actually defined? This is the crux of the issue for most companies, and it is often defined slightly differently by different employers. A good working definition is the best means to enable employees to register their partnership status, to avert extremely rare instances of fraud, and to give a reliable measure of the company's actual costs. Without the legal status conferred by a marriage license, same-sex couples must offer compelling evidence and registration of their status as a couple. This evidence is frequently required by the employer and an affidavit signed in good faith and under penalty against fraudulent claims. [Note: According to Linda Laarman, "Employer Health Coverage for Domestic Partners -- Identifying the Issues," Employee Relations Law Journal, Vol. 18, No. 4, Spring 1993, there have been *no* employer reported cases of fraud or abuse in the signing of such affidavits.]

The common characteristics of a *domestic partnership* between a same-sex couple (or an unmarried heterosexual couple) include:

- Mutually exclusive:* Both declare they are partners in a mutually exclusive and committed relationship.
- Age requirement:* Both are at least 18 years of age (or at least the age of consent in that state).
- Shared residence:* Both must share the same primary or principal residence. [The proof might be found in mortgage or lease documents, drivers' licenses and passport

records.]

Joint responsibility: Both accept responsibility for each other's welfare and financial obligations. [Proof may be shown in joint checking or investment accounts, or credit cards shared by both parties.]

No other marriage: Both must acknowledge they are otherwise unmarried and to be each other's sole domestic partner with the intention to remain so.

Not related by blood: Both are unrelated by any blood or family ties that would bar marriage in that state.

Duration as partners: Although married couples routinely do not face this test, it is not unusual for employers to require a waiting period or similar assurance that the same-sex couple has remained in a committed relationship for a specific period before benefits are extended. In some cases, this may range from six months to a year.

In other words, through these kinds of written declarations and tests, the employee and his or her partner may publicly register the status of their relationship with their employer. Of interest, too, is the realization that some firms like Lotus limit their domestic partnership coverage to same-sex couples – acknowledging the reality that all opposite-sex couples have the option to be married in the eyes of the law, an option which remains unavailable today to gays and lesbians.

The Corporate Leadership Role

While many employers are quickly adopting written non-discrimination policies that include lesbians and gays under their employment and hiring practices, they are not yet moving quite as swiftly to experiment with domestic partner benefits. The business leaders in this area appear to be concentrated in the advanced technology and communications sectors, as well as in academia, where competition for the very best job candidates seems to matter most, and where tolerance, diversity and pragmatism are elevated as workplace virtues.

Resistance to include the domestic partners of gay and lesbian employees has several faces and reasons. Above all, most corporate managers and human resource specialists seem to feel there is scarce demand or need to extend benefits combined with a legitimate uncertainty or ignorance about the cost of that coverage. For the most part, they don't yet acknowledge or appear to observe the sizeable numbers of gay employees in their midst nor do they have sufficient hard data about the prospects and expense of expanding their existing programs.

Human resource directors often focus on the single most asked question: "How much will it

cost?" Behind this question lies the fear of costly diseases such as AIDS, and a misperception that the partners of gay employees will disproportionately tilt the company's rising expense of health insurance.

What has "real world" experience shown? Hewitt Associates, a nationally recognized employee benefits consulting firm, published their own research on this point in 1994 [Research Paper, "Domestic Partners and Employee Benefits 1994," Hewitt Associates, Lincolnshire, Illinois 60069], concluding that: "*contrary to warnings and predictions by insurers and others, extending coverage to domestic partners has not resulted in statistically significant differences in cost.*" This conclusion was corroborated by the Bureau of National Affairs as early as 1991 in its report, "Recognizing Non-Traditional Families," and by the City of Seattle which announced that its domestic partner coverage actually resulted in lower per capita costs than for legally married spouses.

The Hewitt report went even further to note that actual experience with same-sex domestic partner coverage resulted in a lower cost than originally guessed. The reasons are many and somewhat predictable. For example, many of the most visible gay and lesbian employees, who have enough confidence to enroll their domestic partners, tend to be younger and therefore healthier. Enrollment rates tend to be lower, also, because many gay partners appear to have their own benefits plans with their employers. The pregnancy rates as expected are extremely low, and the increased risk of HIV infection and AIDS among male partners seems to be offset by a decreased risk among lesbian couples. The Hewitt study found that on average only 2% to 3% of less of all employees elect domestic partner coverage from their employers when given the chance (while most employers expect or assume sign-ups of 10% or more.)

In another relevant sidebar, the Hewitt research cited recent federal data that measured the *average* lifetime medical cost of HIV treatment (in 1994) as \$119,000 per patient. By comparison, the cost of a kidney transplant can be as high as \$200,000 and the cost of premature infant care can run between \$50,000 to \$1,000,000. In the instance of cancer, the average cost per case may range between \$30,000 to \$100,000. These numbers help put the medical reality of AIDS into a more truthful perspective.

It is important to keep in mind that federal tax law also plays a role which is distinct from the employer's consideration. Generally speaking, under current law, the dollar value of benefits like employer-provided health insurance are not taxable as income to the employee or to the employee's *legal* spouse or *legal* dependents. In other words, these benefits are even more valuable than the salary alone which is taxed, of course.

For gay and lesbian domestic partners, however, the states do not offer any legal status or recognition such as that provided under marriage laws and, therefore, our relationships are neither recognized nor registered. Under federal tax law (which accepts the state's definition of "married" status), as a consequence, the value of any health insurance coverage or similar benefit is considered additional compensation and therefore taxable to the employee.

Simply put, if the gay employee accepts the insurance coverage for his or her domestic partner, he or she will be liable for additional federal tax which is not owed by heterosexual workers who are married and have legal dependents. It is safe to predict that this disparity is not likely to be addressed or reformed by Congress for some time.

One thing is very certain. The demand for equal benefits in the workplace will grow stronger, as more lesbian and gay workers insist on non-discrimination in fact as well as in word. In 1995, gay workplace consultants and authors Jay Lucas and Mark Kaplan were able to sample 600 lesbian and gay employees at Fortune 500 companies and with Bell Labs. Most were members of a gay and lesbian employee group at their company. Two-thirds reported that domestic partnership benefits, especially health coverage, were "very important" to them and another 22% said they were "somewhat important." Sixty-six percent also said that their sexual orientation will "probably" (26%) or "definitely" (40%) affect their choice of future employers. These attitudes are clearly changing the way employees look at their family lives and at the quality of their jobs. These convictions will make a very strong difference in how companies treat their employees in the years ahead, and begin to adopt equal benefits for all workers.

Model Domestic Partnership Benefits and Plans

With notable exceptions, each time an employer decides to extend domestic partnership coverage to its gay and lesbian workforce, the changes are acknowledged and celebrated with few ripples. That is not always true, however, if the company is as visible as **Apple Computer** and discovers that local elected officials in Williamson County, Texas then will try to strip away the county's tax incentives *just because Apple's corporate policies are fair and equitable for gay and non-gay employees.*

That is also what the **Walt Disney Company** realized in late 1995 when it extended domestic partner coverage to its own gays and lesbians, and subsequently witnessed a handful of deeply conservative Florida legislators publicly condemn their corporate decision. In both instances, fortunately, these were very short-lived responses, and according to company sources, neither employer has experienced any measurable marketplace repercussions from the change in human resource policy. This is convincing testimony that corporations can chart independent courses and achieve meaningful progress on behalf of their employees.

It obviously takes vision, sound data, critical analysis and yes, an element of courage, for corporate management to do the right thing. What each of these companies demonstrate is that it can be achieved, at far less cost than they imagined, and that the corporate bottom line is not imperiled nor the company's image tarnished. The lasting advantages are even more powerful and convincing. Valuable employees are convinced of their worth, turnover and recruitment costs can

be lowered, and overall employee morale and commitment can be allowed to soar.

Not all companies choose or are able to move at the same pace, and therefore, they often decide to act incrementally and to select which current benefits can be extended with the least cost and complexity. Many seem to begin experimenting therefore with softer benefits, such as bereavement leave or family and medical leave policies. This is true of **Wells Fargo Bank**, for example, which has not yet decided to extend health care benefits to domestic partners while offering equal standards on its leave policies.

The **Pillsbury Company** also makes very specific distinctions about the benefits available to domestic partners of same-sex couples. For instance, these benefits apply today: bereavement leave in the event of the death of a domestic partner, and under supervision approval for other cases of family bereavement; credit union membership privileges; family travel benefits when the employee must travel on business for an extended period of time; including domestic partners as beneficiaries under 401K and life insurance plans; and family leave if both partners are adopting a child.

The **Xerox Corporation** has taken even bolder actions. The company reports that it has changed all of its human resource policies relative to family definitions to include domestic partners, both same and opposite-sex. They include medical leave, bereavement leave, relocation expenses, child care resources and referrals, elder care consultation and referrals and their employee assistance programs. Although same-sex domestic partners are not included directly under medical benefits, Xerox does provide a \$1,000 per year subsidy to employees to purchase medical insurance for family members not covered by the company program. The corporation does impose guidelines for domestic partners which include being together for at least six months, residing in the same household, and being financially interdependent.

Lotus Development Corporation, which has since been acquired and merged with IBM, was an early pioneer in extending partnership rights and benefits to gay workers. This took place in September 1991, and included one of the broadest array of benefits such as medical and dental coverage, life insurance, relocation expenses and all other existing company benefits. Lotus estimated that perhaps as many as 10% of its 3,300 employees were gay (or as many as 330 individuals). During the initial registration, however, only eight employees applied, and last year about 20 employees were registered.

Another pioneer, the **City of Seattle, Washington** extended coverage to its city workforce in May 1990, which included both same-sex and opposite-sex domestic partners. In a two-and-a-half year period, 476 of Seattle's 10,000 employees signed up their domestic partners, and of these about 70 percent were heterosexual couples. The city estimated that its health care costs, due to coverage of all domestic partners, rose only about 1.3% during that 31-month period.

How Can You Achieve Domestic Partnership Benefits at Work?

Changing a company's domestic partnership policy is no small challenge, however, these changes and decisions are taking place every day. Achieving equal inclusion of gays and lesbians under a company's benefit program requires considerable planning, good timing and above all, diligent homework.

First, Gays and Lesbians Must Be Visible at Work

It first must be emphasized that the need for change will only become evident and convincing if gays and lesbians are truly visible and effectively outspoken at work. The very first steps in achieving domestic partner coverage almost always begins with gay and lesbian employee groups organizing and opening a constructive dialogue with management. This also assumes that the company has adopted a written statement of employment non-discrimination that covers sexual orientation, too.

If these steps are in place, the company will be able to fully recognize its gay workforce, grow more comfortable with your presence, and begin to acknowledge your many contributions to the business.

Do your Homework and Come Prepared to Management

The homework necessary to achieve domestic partnership benefits is vital and rewarding. The immediate research will be to analyze the range of benefits the company now offers and determine which, if any, possibly offer eligibility for domestic partners of gays and lesbians. Certain policies, as now presented or defined by human resources managers, may simply be interpreted to cover new circumstances such as those of same-sex couples. The important question is to understand what policies and benefits are in place, and to clearly identify the existing gaps in benefit coverage. What changes are necessary and what priority do you give to them?

Understand Existing Medical Benefits, Investigate How to Include Domestic Partners

Medical and dental policy coverage present special consideration because - unless the employer self-insures - they ordinarily require direct negotiation between the employer and an insurance underwriter which specifically defines the allowable coverage and eligibility of the family members covered under the employer's plan. Occasionally employers will express willingness to include domestic partners under their health plan, but argue that their insurer refuses or is unable to cover the claims.

Unfortunately, this statement may or may not be entirely accurate and ought to be carefully researched, too. Keep in mind that there is nothing illegal in offering domestic partner coverage, and there are no existing barriers under federal or state law or state insurance regulations that

prevent underwriters from including this kind of insurance coverage. Employers, especially very large employers with sizeable workforces, have considerable leverage with the insurance industry and will likely find one – and frequently many more – carriers that are interested in their business.

Fortunately, as more domestic partner coverage is written, the competition within the insurance field should make this much more desirable a marketing opportunity. The bottom line here: Don't assume or merely accept anyone's word that this coverage is flatly unavailable. It takes serious investigation and follow-through with the human resources staff, with other companies that offer such plans, and perhaps with the state's insurance regulators.

Develop a Workable, Common Sense Plan of Action

Once the analysis of benefits is complete, consider which of those benefits present the fewest obstacles to immediate or early adoption. In other words, with little or no company expense, and by simply redefining the language in the policy, how can lesbians and gays now be included?

For instance, if there is a company credit union and membership benefits are available to married spouses, can the company extend this privilege to lesbian and gay partners? Will the stroke of a pen make it possible for gay employees to have family and bereavement leave? For obvious reasons, these may be the most logical cases to address at the outset and many companies begin their journey here. They provoke less dissent or debate, do not appear to truly affect the company's balance sheet, and they begin the first important steps to equality.

Provide Management with a Business Case Including Cost-Analysis

The heavier work begins now with the cost analysis and implications of other kinds of benefits. When medical coverage and pension rights are included, what will this cost the company? This is where your company's human resource managers will be guided by several tools, including internal demographic surveys of the current workforce and their needs, the best estimates available of gay and lesbian couples potentially affected by the change, data on the current cost of benefits, and comparisons with the actual experience of other companies that include this coverage. Obviously, if you examine other companies, you will want to choose those that are as similar in size and composition of their workforce as yours.

All of this information can be gleaned, and if your human resources staff are particularly cooperative and resourceful, they will collaborate effectively with you to investigate the available company data, gather new data, consult with necessary benefits experts and actuaries, and actually put more light into this inquiry. What this investigation will produce are the *vital numbers and assumptions* that management must have to make an informed decision.

Be Persistent and Professional

What you hope it will produce are honest assumptions on which to base a decision and an accurate snapshot of the surprisingly minimal impact these anticipated expenses will have on the business. This review must also include discussion of the related legal, regulatory, economic and social issues that are most likely to arise, and you must be prepared to address each in turn. If you truly have allies on your human resource team, and honest brokers available to you throughout the company, these tasks will not seem nearly as overwhelming. Having an executive who is an ally that can provide direction on how the information should be best presented to management is a key to success in this process.

Use Resources Wisely: Don't Reinvent the Wheel

For many companies, like the Walt Disney Company which decided to offer same-sex domestic partner benefits in 1995, much of this investigation and homework was successfully spawned by their gay and lesbian employees. The Disney LEAGUE carefully investigated the issues, assisted with the data and worked closely with management and human resources to resolve the issues as they arose. Their efforts took the better part of two to three years, but produced significant rewards. As part of their investigation, the group also created a very thoughtful research paper, entitled "The ABC's of Domestic Partner Benefits," which now is available to other groups and companies looking into their unique situation.

There also are expert and independent benefit consulting practices that work directly with companies to analyze the economic, insurance and demographic issues surrounding same-sex domestic partnership benefits. Three leading firms are the **Segal Company** [116 Huntington Avenue, Boston, MA 02116-5712], **Common Ground** [10 Home Avenue, Natick, MA 01760] as well as the Illinois-based **Hewitt Associates** [100 Half Day Road, Lincolnshire, IL 60069].

Note: A modest but necessary caveat. The information on domestic partnership benefits and resources represented here simply cannot address every workplace situation. This material is intended, therefore, to present you with a very useful starting point in your inquiry. It can serve as an outline in making your workplace a safer, more welcome and more equal environment for gays and lesbians. In addition to the facts and recommendations contained here, we strongly urge you to refer to the growing number of available published sources that deal with many of these expert topics in greater detail. We especially encourage you to consult the **HRC Workplace Project Bibliography**. All of these materials are available on the *HRC Internet web page*, which is accessible to all individuals with a personal computer and modem: our on-line address is listed below.

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Non-Discrimination in the Workplace

Introduction: Our Mission

The workplace has rapidly become a catalyst for social change in America. For gays and lesbians on the job, these changes can be profound. The acceptance of enlightened human resource policies, the formation of new gay and lesbian employee groups and the adoption of same-sex domestic partner benefits are some of the most significant ways these changes are measured. While there are hundreds of corporations, state and local governments and organizations that explicitly prohibit discrimination on sexual orientation, there are also numerous companies and organizations today – both large and small – that have implemented domestic partnership benefits (ie. equal benefits, not special benefits) for their gay and lesbian workers. The imaginative research and advances made by these business pioneers are a valuable resource and must be shared with others who are working to secure true equality in the workplace for lesbian and gay people.

The Human Rights Campaign (HRC) is committed to supporting the efforts of corporations, employee groups and individuals striving to make equal opportunity in the workplace a reality for all employees. Accordingly, HRC has established itself as an information source on workplace and corporate issues that touch the lives of lesbian and gay employees. Our objective for the Workplace Project is to create and distribute gay and lesbian employment information tools to rapidly expand the knowledge base on these issues and to be a vital and immediately accessible resource on workplace success stories, policies and opportunities. Our vision is an America where lesbian and gay people are ensured of their basic equal rights – and can be open, honest and safe at home, *at work*, and in the community.

Non-Discrimination on the Basis of Sexual Orientation

Beginning in the 1970's with the historic decision reached by corporate giant IBM to adopt a non-discrimination policy based on sexual orientation, American business has expanded the visibility of its diverse workforce and made the first steps towards non-discrimination by implementing employment policies which *specifically included lesbians, gays and bisexuals* under company Equal Employment Opportunity (EEO) rules. At the same time, visionary city leaders and state legislators began to enact similar non-discrimination laws under their jurisdictions beginning with East Lansing, Michigan in 1972 and the state of Wisconsin in 1982.

Although employment discrimination on the grounds of sexual orientation is now prohibited in only nine states,* the District of Columbia, and scores of U.S. cities, there are today hundreds of

private employers who also have added provisions concerning non-discrimination to their own statements and employment principles. The good news is their numbers are growing rapidly.

* The nine states include *California, Connecticut, Hawaii, Massachusetts, Minnesota, New Jersey, Rhode Island, Wisconsin* and *Vermont*.

Gay Americans are deeply indebted to Lotus Corporation and the pioneering gay and lesbian leaders who convinced Lotus to become the first major American company to implement domestic partner coverage for its gay employees. Ironically, because IBM acquired Lotus in 1995, IBM must now decide if it will augment its early pioneering policy with a form of Lotus' domestic partner program.

Why Implement Non-Discrimination Policies?

In his 1993 book, Gay Issues in the Workplace, author Brian McNaught cited a survey conducted by the Society of Human Resource Management that same year of the nation's leading human resource managers. They reported that 63 percent of those responding say they have policies that prohibit discrimination based on sexual orientation, but only 38 percent have it in writing.

Why is it important to put this statement in writing? First, it is essential simply because non-discrimination on sexual orientation is not yet established law throughout the U.S. It needs to be reaffirmed as often as possible in offices, workrooms, factories and in public.

Second, even with existing law, it is among the best ways an employer can remind their gay and lesbian employees that they are acknowledged, welcome and value contributors to the company. In an increasingly competitive marketplace, the existence of these policies can insure that the best and brightest stay with a company regardless of their sexual orientation. The computer and telecommunications industry recognized this early and became a leader in the establishment of fair employment practices.

Finally, it is a public statement to the entire workforce that over and more subtle forms of discrimination truly are not acceptable, and that an effective non-discrimination policy merits consistent and vocal support from management. Unless it is in writing, mere gestures toward fairness seem to be just that -- hollow and without meaning.

The Role of ENDA

Although steady progress continues to be made, it is painfully clear that fairness in the workplace still remains an elusive goal for the vast majority of working gays and lesbians. Without federal civil rights protection extending to lesbians and gays in their employment, many will continue to be at risk at their jobs. This is particularly ironic in view of the latest survey research that reveals 7 out of 10 Americans, whether they call themselves Democrats, Republicans or true independents, support

equal rights for lesbians and gays in the workplace.

To address this vacuum in public policy, a bipartisan group of Congressional leaders first introduced the *Employment Non-Discrimination Act* (ENDA) in 1994 to prohibit job discrimination or special treatment on the basis of sexual orientation. When the legislation was reintroduced in Congress in June 1995, it attracted even more cosponsors under the Republican-controlled Congress than the previous Congress, a testament to increased education on the issue. It has been endorsed by a broad and perhaps unique coalition of corporations, religious leaders, labor groups and other civil rights organizations. In a historic move in October, 1995, President Bill Clinton endorsed ENDA, the first President in American history to support passage of a gay civil rights bill.

Model Non-Discrimination Policies

Following are examples of non-discrimination policies that have been adopted by some of the nation's major employers. These model policies were provided at our specific request and for this purpose by representatives of the company's human resource staff or by spokespersons for the company's gay and lesbian employee support group.

These employers are frequently acknowledged as leaders in their own industries and are among the first to spearhead policies and programs that reflect the changing marketplace. What all of these companies seem to have in common is a clear workplace philosophy that is inclusive and an understanding that their competitive edge in the market is directly related to the fair, enlightened way they treat their own employees.

It is relatively simple to include sexual orientation in an employer's EEO policy, and many simply decide to do so by merely adding those two words as a distinct category. Others, however, make certain that their employee handbooks and internal communications are consistent with that message, and they embody the principles of diversity in all they do and say.

International Business Machines (IBM)

IBM first included sexual orientation in its written non-discrimination policies in 1972. The firm explains its policy on equal and nonpreferential treatment in its internal communications, in its hiring and recruitment materials and in its public pronouncements and philanthropic activities. Within its own Statement of Basic Beliefs, the company places "respect for the individual" at the top of its list, a philosophy that touches all of the 150,000 IBM employees in the U.S. (as of 1993 according to published IBM information).

Specifically, the latest issue of IBM's policy may be found in its United States Staff Letter No. 4, dated June 10, 1993, which states as follows:

"Business activities such as hiring, training, compensation, promotions, transfers, terminations and IBM-sponsored social and recreational activities are conducted without discrimination based on race, color, religion, gender, *sexual orientation*, national origin, disability, age, or either Vietnam-era or Special Disabled veteran status. These business activities and the administration of IBM benefit plans comply with all applicable federal, state and local laws. IBM also makes reasonable accommodation for disability and religious observance. This policy is based on sound business judgment and a fundamental belief in respect for the individual."

American Airlines

American Airlines is the first major U.S. air carrier to explicitly include *sexual orientation* in its EEO statement. It includes more than 100,000 workers in all U.S. worksites. Its statement was signed and issued by American's Chairman Bob Crandall on June 1, 1993.

"It is the expressed policy of American Airlines to provide equal employment opportunity to all employees and applicants for employment without regard to age, race, color, religion, national origin, sex, *sexual orientation*, disability or veteran status. American Airlines takes affirmative action to ensure that this policy is practiced in all personnel actions and conditions of employment, including but not limited to: recruitment, employment, training, promotion, transfer, demotion, termination, layoff, return from layoff, discipline, compensation, benefits and training."

American Airlines has not yet extended domestic partner coverage to its employees.

Eastman Kodak

The nation's leading photography and imaging company, Eastman Kodak, made its adherence to non-discrimination principles clear in two related documents beginning with its broadly-stated EEO statement and, in the second statement, by adding the words *sexual orientation* to its definition of a diverse workforce by CEO George Fisher in a company statement delivered in August 1994. Those two written statements are as follows:

"It is Kodak's policy to provide equal employment opportunity for all qualified persons; this includes the prohibition of unlawful discrimination in employment practices, compensation practices, personnel policies, and in the administration of benefit plans and other programs, as well as provision of reasonable accommodations for qualified persons with disabilities. It is company policy to promote the full realization of equal employment opportunity through a positive, continuing affirmative action program through company establishments directed toward women, minorities, individuals with disabilities, Vietnam-Era veterans and special

disabled veterans.”

In 1996, Kodak agreed to extend domestic partner benefits to its employees, effective January 1, 1997.

Definition of Diversity, according to Kodak:

“Diversity refers to differences and similarities that exist in the collective mixture of all employees in our work force. These include differences that are visible such as race, age and gender, and those that are not as obvious, such as culture, religious beliefs, *sexual orientation*, thinking, and communications styles or skill sets.”

Wells Fargo Bank

Traditionally perceived as one of the most conservative sectors of our economy, U.S. financial institutions are beginning to acknowledge the role of lesbians and gays not only as valued customers, but also as loyal and highly skilled employees. Wells Fargo Bank, headquartered in San Francisco, represents one of the most far-sighted banking institutions and includes written non-discrimination language in this excerpt from the latest edition (1995) of its employee handbook. This portion is included in Section 10.1 entitled, “Wells Fargo’s Philosophy,” and Section 10.2 entitled, “Equal Employment Opportunity, Affirmative Action and Cultural Diversity.”

“Wells Fargo recruits and hires employees based on individual ability and experience, in compliance with Equal Opportunity and Affirmative Action laws and regulations. The company goes beyond the confines of such guidelines to promote and encourage a diverse workforce. In keeping with growing diversity in the marketplace, the bank is committed to recruiting and retaining high-caliber employees who reflect that diversity.

“Equal Employment Opportunity refers to government ordinances mandating that all persons regardless of race, sex, color, ethnic or national origin, religion, age, ancestry, disability, marital status and *sexual orientation* have equal opportunities for hire, promotion and all terms and conditions of employment.”

Wells Fargo does not yet extend domestic partner coverage to its employees.

Pillsbury

Pillsbury, an American food products manufacturer, is a wholly owned subsidiary of a global consumer products company, Grand Metropolitan PLC, based in London, England. Pillsbury’s management, headquartered in Minneapolis, subscribes firmly to the parent’s progressive workforce policies, including its non-discrimination provisions that affect gays and lesbians. Pillsbury CEO

Paul Walsh publicly affirmed the company's commitment to this policy as he distributed Grand Metropolitan's August 1992 Diversity Policy:

"The recognition and encouragement of the uniqueness of individual contribution within a team environment is the embodiment of Grand Met's employment policy. This will ensure that in all aspects of employment such as recruitment, compensation, training promotion, transfer, termination and benefits, all employees will be treated as individuals solely according to their abilities to meet job requirements without regard to factors such as race, religion, colour, ethnic or national origin, age, disability, gender, marital status or *sexual orientation*. Everyone has the right to be treated with dignity and respect and, as such, any kind of harassment based upon these factors is neither permitted or condoned."

Pillsbury does not yet extend domestic partner benefits to its employees.

US West

With the break-up of AT&T in the early 1980's, the so-called Baby Bells embarked on an exhilarating new chapter in corporate America: to lead not only in advanced telecommunications and computer technologies, but also in enlightened workplace policies. US West, one of the spinoff telephone and telecommunications companies, is headquartered in Denver, Colorado and today serves 25 million American customers in 14 western and midwestern states. Most significant in the statement expressed by US West is the acknowledgment that state and local laws do not include sexual orientation under their non-discrimination statutes; therefore, the company avoids any confusion and makes it explicit that their EEO guidelines go beyond what the law itself demands.

In the latest revision of the company's non-discrimination policies, dated June 1994, the company circulated the following statement to all employees, subsidiaries and business units of US West:

"It is the policy of US West to provide equal employment opportunity for employees and applicants in connection with employment decisions. Unlawful discrimination against an individual based on race, gender, age, *sexual orientation*, religion, national origin, disabilities, or 'covered veteran' status, or any other form of unlawful discrimination or harassment is contrary to US West policy and strictly prohibited. Each US West employee is responsible for promoting a workplace free of unlawful discrimination. Because laws protecting an individual's rights to non-discrimination based on sexual orientation only exist on a state or local basis, the Non-Discrimination Policy of the Company with respect to sexual orientation extends to all employees, regardless of whether or not a state or local law applies. US West is committed to a policy of affirmative action to employ and to advance in employment minorities, women, qualified individuals with disabilities, special disabled veterans and veterans of the Vietnam War."

US West does not yet extend domestic partner benefits

Service Employees International Union (SEIU)

Corporate employers are by no means alone in promoting workplaces that are fair, safe and nondiscriminatory. Progressive union leaders are moving forward to insist on improved work conditions, employment benefits and labor agreements that recognize the needs or circumstances of lesbian and gay union members. An excellent example of such a labor group is the Service Employees International Union (SEIU), which routinely includes non-discrimination language in its bargaining position and is able to secure its adoption as part of its employment contract. The provisions cited here are included in the SEIU Local 503, based in Salem, Oregon, as part of their working arrangement with their public employer, the State of Oregon's Adult and Family Services Division:

"Article 22 - No Discrimination

"Section 1. It is the policy of the Employer and the Union to continue their policies not to engage in unlawful discrimination against any employee because of race, color, marital status, religion, sex, national origin, age, mental or physical handicap. Neither will the Employer discriminate based on *sexual orientation*."

In addition, the Adult and Family Services Division incorporated these principles in their own formal EEO/AA Policy Statement as follows:

"It is the policy of the Adult and Family Services Division to provide a work place for its employees that is free from discrimination on the basis of race, color, sex, marital status, age, religion, ancestry, national origin, *sexual orientation*, or mental or physical ability.

"Adult and Family Services shall be a leader in the area of Affirmative Action and its work force shall reflect a diverse population. All aspects of employment including recruitment, hiring, benefits, training, promotions, transfers, and termination shall be made without regard to race, color, religion, ancestry, age, sex, marital status, national origin, *sexual orientation*, mental or physical disability."

SEIU does extend domestic partner benefits to its employees.

Xerox Corporation

Xerox not only has given its brand name to the language, but represents a giant American

technology corporation with an enviable track record on diversity and non-discrimination. In April 1990, the company explicitly added *sexual orientation* to the categories defined under its non-discrimination policy, yet in July 1994, the company went even further.

In an historic letter dated July 26, 1994, Xerox Chairman Paul Allaire wrote then Senate Labor Committee Chair Ted Kennedy to endorse the enactment of a federal employment non-discrimination law. He wrote then, "Enhancing our work environment to prohibit discrimination on the basis of sexual orientation has not added any financial cost to our organization. Instead we believe our philosophy and practice of valuing diversity brings financial benefits to the workplace by encouraging full and open participation by all employees."

While the company's EEO policies are not customarily reprinted and distributed publicly, a company representative provided these paraphrased details concerning the Xerox non-discrimination statement:

"In all of its employment and hiring practices, there will be no discrimination as to race, color, religious belief, sex, age, national origin, citizenship status, marital status or *sexual orientation*. The company also does not allow discrimination against veterans of the Viet Nam era. Similarly, considering the need for reasonable accommodation to their limitation, Xerox will not discriminate against persons because of their physical disabilities, including disabled veterans. Xerox Corporation also complies with applicable state and municipal statutes and orders."

Xerox Corporation extends domestic partner options to its employees through a flexible benefits program.

How Can You Establish a Non-Discrimination Policy at Work?

First, Be Visible and Direct.

To secure the adoption of a non-discrimination policy by your employer, it can be and has been refreshingly simple for many. Sometimes, all it takes is asking. Some human resource managers report that they did not consider doing so because they had never been approached by their employees, nor had it ever been made an issue in their company. When gay and lesbian employees are "invisible" on the job, and do not make even their basic needs known, then even well-intentioned managers are unable to respond intelligently.

Educate Human Resource Managers about the Lack of Legal Protections.

Some human resource directors believe, often mistakenly, that their gay and lesbian employees already are covered under existing EEO statutes and regulations. In fact, a majority of Americans –

both gay and straight – do not know that this legal protection does not exist. They need to be educated about the facts and to recognize that relatively few states and cities offer such protection and that no federal law today exists to protect lesbians and gays on the job from unfair firing or merit promotions wrongly withheld. The information above should be presented to the human resource staff and discussions held that better explain what laws do and do not apply.

Show Examples and Business Trends.

Many companies are hesitant to make waves or to be a trend-setter within their industry, but they also are just as apprehensive about actions taken by their marketplace rivals. You should confirm what others already have done within your industry, and help demonstrate that your employer needs to remain “in step” with its competition. If you believe there are instances that can be shown where valuable employees have been recruited by more enlightened companies, or specifically where important business may be at risk, all the better. You may be surprised by the number of companies you already do business with, or who serve as vendors and partners, that already have non-discrimination provisions which apply to gays and lesbians. Use HRC's database to confirm which companies in your industry have a non-discrimination policy based on sexual orientation.

Emphasize the Business Case and Competitive Workforce.

Above all, establish a healthy dialogue with your management and use some of the examples above to illustrate that many of America's best-managed and most successful businesses have adopted rules that protect lesbians and gays in the most basic way: on the job. They did so not only because it was the right thing to do, but also because it made their business stronger and their workforce more loyal and dedicated. Keep in mind that your message should focus on the advantages this will bring to your company as a whole, and not solely on the benefits to the employees. You can underscore that enlightened and fair policies truly produce gains for all.

Note: Accompanying this report is a verified, current list of the states and local jurisdictions which include *sexual orientation* under their EEO statutes and regulations. Separately, we also are prepared to provide you with a verified and up-to-date list of the U.S. companies and employers that include *sexual orientation* under their EEO non-discrimination regulations.

For more information:

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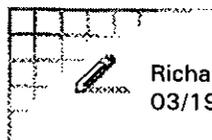
FAX: 202-347-5323

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Note: All information included here is intended to provide an accurate and authoritative record in regard to current workplace policies, and is offered solely as a public service. Individuals may feel free to reproduce or to use this information in a responsible manner, provided that the source is properly attributed. Your comments, questions and additional information are welcome at any time.

Gay/Lesbian -
Fed employees



Richard Socarides
03/19/97 11:19:57 AM

Record Type: Record

To: Elena Kagan/OPD/EOP
cc:
Subject: IL Senate backs anti-gay partner measure

----- Forwarded by Richard Socarides/WHO/EOP on 03/19/97 11:16 AM -----



Doug Case @ sdsu.edu
03/18/97 07:34:00 PM

Record Type: Record

To: Richard Socarides
cc:
Subject: IL Senate backs anti-gay partner measure

SPRINGFIELD, Ill., March 18 (UPI) -- The Illinois Senate supported a measure requiring municipalities that try to extend government employee health benefits to the domestic partners of homosexual city employees to provide them to the unmarried partners of heterosexual employees as well.

By a 40-10 vote, the Senate Tuesday gave final approval to a measure by state Sen. Walter Dudyycz, R-Chicago, requiring all unmarried partners to get full benefits.

Dudyycz' measure was inspired because Chicago city government is considering a measure extending the benefits to the gay partners of city employees. Chicago Mayor Richard Daley backs the measure.

But Dudyycz does not. On Tuesday, he told his Senate colleagues he thinks it is illegal to provide medical benefits to only some unmarried partners of city employees.

Privately, Dudyycz admits his measure is a reaction to Chicago city government, claiming he thinks their action -- which has yet to be voted on by the full City Council -- "undermines the sanctity of marriage."

Daley has said he opposes the state's action, saying that it would cost the city too much money to provide full benefits to all unmarried partners, although city officials cannot offer a specific dollar amount.

The measure, which now goes to the Illinois House where it faces

an uncertain future, also is opposed by the American Civil Liberties Union.

Tobias

THE PRESIDENT'S MESSAGE
3-6-97

File - Gay / Les

Fed Employee
benefits

1. Capital Gains - If You Do Cut It, Cut It Gradually. I think a cut in the capital gains tax, whatever its merits, could lead to a real break in the markets. Millions would have an immediate reason to sell; no one would have an immediate reason to buy. (Sellers could sit on the cash or use some of their proceeds to pay down debt.) My suggestion: something like 2%-a-year cut for four years, bringing the 28% ceiling down to 20%. Selling would be spread out; buyers would have an incentive to buy (knowing profits would be more lightly taxed) . . . it could avert disruption.

Gains

2. Tobacco Tax to Help Fund Medicare. The best way to discourage kids (and others) from smoking is raise the price. Phasing in an additional 75-cent tax over three years gives people time to quit (saving them not just the tax, but a ton of money). And though in one sense the burden falls hardest on the poor, so do the benefits: they're most likely to quit and live longer, healthier lives (and save all that money). Tied directly to helping to solve the Medicare crisis, cutting teen smoking, and improving the nation's health -- could this fly?

Smoking

3. Follow IBM on Gay Rights. If it's good enough for IBM, Microsoft, Time-Warner, American Express and so many of our other leading private employers, why not follow their lead and extend domestic-partner benefits to federal employees as well? How can Republicans shout too loud about that? I think Barney has come up with a winner here. Between that and ENDA, which just might pass before you leave office, and everything else you've done, you would have taken the country unbelievably far on this issue. (In the midst of all the criticism from both extremes, I hope you will never doubt how much you've already improved our lives.)

Follow
Barney

4. But One More Thing. You are such a great communicator, at least to the 80% whose minds aren't closed, I hope that at some point in these four years you will make a speech on "tolerance," perhaps at a church, that would include a significant chunk on gays and lesbians. Needless to say, I would be eager to help you write it. Done right -- and I know you could do it beautifully -- it would resonate with almost any parent, regardless of the circumstances. It would not hide your own ambivalence over some aspects of this; indeed, by acknowledging it, it would win over much of the audience to listen to the rest. But it would accomplish three things. First, it could really help to educate and lead the great middle of this country. Second, it would be a speech tens of millions of gays and lesbians around the world, now and in future generations, would have to lean on as an underpinning of their feeling of self-worth. Third, it could "raise the bar" and make it easier for your successor to solidify and hopefully continue the progress you have made.

1997 MAR 6 PM 1:40

From Ardy Tobias

Elena Kaya

Did you ever meet
with Bovey on this?

Tom Polak

File - Gay/Les -
Federal Employee
Benefits

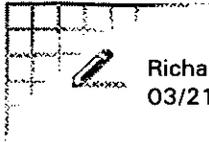
3/11 WRE - Birch

Democracy cost - cost America
Gay - only 3% of estimated
Unmarried straight 5-7%

|| Lotus - 1991 - 1st one.
Gay POP

Nancy Ann
Bob Ridenour.

Gay/Les
Fed Employees Benefits



Richard Socarides
03/21/97 08:53:02 AM

Record Type: Record

To: Elena Kagan/OPD/EOP

cc:

Subject: Articles 3.20.97.6

----- Forwarded by Richard Socarides/WHO/EOP on 03/21/97 08:49 AM -----



Fenceberry @ aol.com
03/20/97 11:04:00 PM

Record Type: Record

To: Richard Socarides

cc:

Subject: Articles 3.20.97.6

1. CHICAGO DEFENDER Council OK's gay health care bill
2. CHICAGO DEFENDER Rep. Davis backing Dudycz health bill
3. DES MOINES REGISTER Letter from GLSTN Co-Chair says gay slurs common in school
4. AP ABC won't run gay rights ad
5. FEEDBACK Looking for long-term gay male relationships for book
6. FEEDBACK Tom Stoddard memorial

THE CHICAGO DEFENDER, March 20, 1997
2400 So. Michigan Avenue, Chicago, IL 60616, USA
Business/Editorial (312) 225-2400

COUNCIL OKs GAY HEALTH CARE BILL

by Chinta Strausberg

Despite prayers from some prominent ministers and their parishioners, the City Council, in a 32-18 vote approved the mayor's same sex domestic partner health bill that some labeled "anti-family."

After a 90-minute, emotional debate where some aldermen spewed fire and brimstone against the measure, with some saying it will subsidize the lifestyles of gay and lesbian city workers, it passed.

Critics also say the bill will cost taxpayers millions in lawsuits filed by heterosexuals seeking the same rights and benefits, however proponents say it's an issue of fairness and respecting civil rights of gay people.

While the mayor said his bill is about fairness and is not a moral issue, Ald. Dorothy Tillman (3) fired up the council chambers when she chided

Daley about pushing the bill in front of scores of high school students.

"I'm quite embarrassed as a mother to be standing here today with all these students and we're discussing same sex partners, (a) gay rights bill," Tillman told Daley who left the chambers turning over the gavel to President Pro Tem Ald. Lorraine Dixon (8), who voted in favor of the bill.

Ald. Sam Burrell (29), who voted for the bill, said "this (bill) was a distraction to take our attention away from our agreeing to have the corporation counsel enter into an agreement with the Great Lakes Dredge and Dock Co. for all claims involving the 1992 Loop flood for \$26 million."

Ald. Edward M. Burke (14) and others quoted from the Bible to defend their affirmative vote, but Tillman was outraged at her critics for "equating this bill with civil rights.

"To equate this bill with civil rights is an affront to all of those who died," Tillman said. She believes "all the heterosexuals will get ready to sue the city." Tillman said the bill flies in the face of family values.

Ald. Virgil Jones (15) who voted for the bill, said the measure had nothing to do with family values.

"I visit many churches. Some of my best friends may be gay ministers," he said.

"I know some gay Rabbis, some gay priests, so are we being hypocritical by knowing something exists?

"When I go to their church, I sit and watch and I never ask anybody when they collect the collection plate," Jones said.

"Did you check before they put the money in the basket to find out if they were gay or not?"

Alds. Joseph Moore (49) and Mary Ann Smith (48) said the bill is a "good public policy and is about fairness" and Ald Burton Natarus (42) said the bill "is about love."

Ald Helen Shiller (46), who also voted for the bill, denied it will create massive fraud in which homosexuals will line up to sign up for the program.

And Shiller denied the bill "is creating a situation where it is more comfortable for somebody to come out and say they are a domestic partner... I don't think this will be reason why somebody comes out of the closet," she stated.

In an attempt to inject what he sees as fairness into the bill, Ald. John Steele (6) introduced a substitute ordinance that included striking the "same sex" language from the measure.

"It doesn't make sense to pass bills if we're going to set up lawsuits," Steele said, alluding to the possibility that heterosexual couples living together may bring action.

THE CHICAGO DEFENDER, March 20, 1997
REP. DAVIS BACKING DUDYCZ'S HEALTH BILL
by Chinta Strausberg

State Rep. Monique D. Davis (D-27) Wednesday said she will support Sen. Walter W. Dudycz (R-7) in his fight for government health benefits to gay and unmarried heterosexual couples that live together.

When the Senate approve[d] Dudycz' bill earlier this week, Davis said this legislation is fair because it includes everyone.

Referring to the City Council's approving of a similar bill that restricts benefits to city gay and homosexual couples living together, Davis said "It opens a can of worms because the door is open for other relationships -- grandmother/grandchildren.

"Where do you draw the line," Davis asked. "All of these other groups feel they too deserve legitimacy because that's what you're doing -- legitimizing a relationship. A lot of other couples feel their relationships should be legitimized too."

Davis asked how will the city version be enforced and if "sex cops will be hired" to enforce the legislation that states the couples must be "committed" to each other.

Ald. Helen Shiller (46) who voted in favor of the City Council same sex health bill, disagreed: "We're not going to have and I wouldn't care to have the sex police.

"That's a spurious argument raised in order to be able to make fun or light of this ordinance and I do not believe it'll be true here or in other cities that have adopted similar bills," she said.

When asked how will enforcement be monitored Shiller said: "The assumption is that there will be massive fraud, but I don't think that will be the case.

"It's not like we've created a situation where it is more comfortable for somebody and[to] say I'm a domestic partner. This is not going to be the reason why somebody comes out of the closet."

DES MOINES REGISTER, March 20, 1997
Box 957, Des Moines, Ia., 50304
(Fax 515-286-2511, print run 212,700)
(E-MAIL: letters@dmreg.com)

LETTER: SLURS COMMON

The March 7, "Gay Slurs Abound, Students Say," is right on target. The statistics compiled by the Concerned Students of Des Moines correspond with national figures compiled by the Gay, Lesbian and Straight Teachers Network (GLSTN). At the school district's March 3 in-service, a session sponsored by GLSTN Des Moines dealt with this very topic. Although the room was full, the need to address homophobia in our schools should be comprehensive. All students deserve to be treated equally, regardless of their gender orientation.

-- Steve Person, GLSTN Des Moines Co-chakr;
teacher, Central Academy;
300 Walnut, St., Des Moines

The Associated Press, March 20, 1997
ABC WON'T RUN GAY RIGHTS AD
By DAVID BAUDER

NEW YORK (AP) - A gay rights group that wanted to place an anti-discrimination television ad during the ``Ellen'' episode where the lead character reveals her homosexuality has been turned down by ABC.

Despite the network rejection, the Human Rights campaign said a majority of local ABC affiliates it asked then agreed to run the commercial.

The ad depicts co-workers expressing surprise that a former colleague has been fired from a job because she is a lesbian. It is designed to build support for a federal law banning job discrimination due to sexual orientation.

ABC's rejection is ironic given its hopes that the April 30 ``Ellen'' episode, which will feature Oprah Winfrey, Laura Dern and k.d. lang, is a big

File: Immigration - legal
services

~~Fate of these~~
~~Boone reply?~~

Stephen C. Warnath

02/28/97 03:58:55

PM

Record Type: Record

To: Bruce N. Reed/OPD/EOP, Elena Kagan/OPD/EOP

cc:

Subject: An idea for you to consider!

I have been working with DOJ and the American Bar Association to put together an initiative that would encourage lawyers, both public and private, to volunteer more time to providing legal help to legal immigrants. The ABA is very excited about this and the Attorney General pledged DOJ to do this. This is getting high-level attention on both sides as evidenced by the planning meeting that I participated in awhile ago that was hosted by Jamie and also attended by the ABA President-elect. The plan has been to have specifics put together for April, when the ABA President would unveil it. I wonder whether alternatively you would be interested in having the President unveil this as part of the Summit on volunteer service. (Or it could be done as a freestanding event.)

This initiative is consistent with the President's statements about wanting to protect legal immigrants from hardships under the new legislation; this would help legal immigrants work their way through the new rules and requirements of the welfare and immigration laws so that they better understand their situation and do not improperly lose access to services that they may be eligible for. It also advances the President's Executive Order on Civil Justice Reform (Sec. 2 Government Pro Bono and Volunteer Service). I think that this can be a very positive, productive initiative and a solid contribution to the summit or an event. This can be a good example of a meaningful public/private cooperative effort not based upon additional public funding requirements (with the potential for a sustained commitment and stories -- the ABA certainly wants to feature it in their conferences and publications).

So what do you think?