

UCLA

Other Recent Work

Title

Workplace Experiences of Gender-Nonconforming LGBTQ Employees

Permalink

<https://escholarship.org/uc/item/21q724vx>

Journal

The Williams Institute

Authors

Castleberry, Neko Michelle

Sears, Brad

Publication Date

2026-08-05

Data Availability

The data associated with this publication are not available for this reason: Licensing restrictions

RESEARCH THAT MATTERS

Workplace Experiences of Gender-Nonconforming LGBTQ Employees

July 2026

Neko Michelle Castleberry
Brad Sears

Contents

Executive Summary	2
Key Findings	3
Introduction	8
Prior Research on Discrimination and Harassment Against Gender-Nonconforming LGBQ Employees	8
Legal Protections from Discrimination and Harassment Against Gender-Nonconforming LGBQ Employees	9
Current Study	11
Results	13
Demographics	13
Lifetime Experiences of Discrimination and Harassment	16
Recent Experiences of Discrimination and Harassment	26
Experiences at Current Job	32
Avoiding and Addressing Discrimination and Harassment	34
Impact of Discrimination and Harassment on Employee Retention	41
Conclusion	47
Authors	48
Acknowledgements	48
Suggested Citation	48
Appendix	49
Methods	49
Tables	52

Executive Summary

This report examines experiences of employment discrimination and harassment against gender-nonconforming (GNC) cisgender LGBTQ adults using a survey of 1,902 LGBTQ adults in the workforce, including 239 GNC cisgender LGBTQ adults, conducted in the summer of 2023. We compare the experiences of GNC cisgender LGBTQ employees with those of gender-conforming cisgender LGBTQ employees, cisgender LGBTQ employees who were equally conforming and nonconforming, and employees who identified as transgender or nonbinary (TNB).

This study defines gender nonconformity based on respondents' reports of how others perceived their gender expression. Respondents who were cisgender and felt that others viewed their gender expression as not mainly consistent with their sex assigned at birth were classified as GNC, while those who felt that others viewed their gender expression as mainly consistent with their sex assigned at birth were classified as gender conforming. Those respondents who felt that others viewed them as equally feminine or masculine were classified as equally conforming and nonconforming.

According to our findings, GNC cisgender LGBTQ adults comprised 13% of the LGBTQ adult workforce. More than half (56%) of GNC cisgender LGBTQ adults in the workforce were under age 35, 61% identified as lesbian (36%) or gay (24%), and 48% were people of color. Nearly half (47%) were making less than \$50,000.

Our analysis indicates that employment discrimination against GNC cisgender LGBTQ employees is persistent and widespread. Along most measures, GNC cisgender LGBTQ employees reported higher percentages of adverse workplace experiences compared to gender-conforming cisgender LGBTQ employees. Along many measures, they were more likely to report such experiences than employees who were equally gender conforming and nonconforming.

For example, more than six in 10 (62%) GNC cisgender LGBTQ employees reported experiencing discrimination or harassment at work (including being fired, not hired, not promoted, or verbally, physically, or sexually harassed) because of their sexual orientation at some point during their lifetime, compared with 41% of gender-conforming cisgender LGBTQ employees.

GNC cisgender LGBTQ employees were twice as likely as gender-conforming cisgender LGBTQ employees to report experiencing employment discrimination (fired, not hired, not promoted, and other forms of discrimination) in the past year (14% vs. 7%) and more than twice as likely as gender-conforming employees to report experiencing harassment (verbal, sexual, and physical) in the past year (18% vs. 8%).

GNC cisgender LGBTQ employees may be more likely to experience discrimination and harassment because they are more likely to be out in the workplace, or less likely to be closeted. Prior Williams Institute research has shown that LGBTQ employees who were out to at least a few coworkers and/or their supervisor were three times as likely to report experiencing discrimination because of their sexual orientation and/or gender identity compared to LGBTQ employees who were not out to anyone at work.¹ Two-thirds (68%) of GNC cisgender LGBTQ employees reported being out as LGBTQ to their supervisor, compared with only half (50%) of those who were gender conforming. Almost half (47%) of GNC cisgender LGBTQ employees reported that they were out to all their coworkers compared with 28% of those who were gender conforming.

¹ Sears, B., Castleberry, N.M., Lin, A., & Mallory, C. (2024). LGBTQ People's Experiences of Workplace Discrimination and Harassment. The Williams Institute, UCLA School of Law, Los Angeles, California. <https://williamsinstitute.law.ucla.edu/wp-content/uploads/Workplace-Discrimination-Aug-2024.pdf>.

While GNC cisgender LGBTQ employees were more likely to be out in the workplace, they were also more likely than gender-conforming cisgender LGBTQ employees (66% vs. 55%) to engage in “covering” behaviors, such as changing their dress, voice, mannerisms, and behaviors, to avoid sexual orientation discrimination.

Another primary theme that emerges from the findings of this report is the significant role that gender nonconformity plays in shaping the workplace experiences of GNC gay and bisexual (GB) men. For example, when considering employment discrimination in the past year based on sexual orientation, GNC GB men (23%) were more likely to report such discrimination than GNC lesbian and bisexual (LB) women (9%), gender-conforming LB women (8%), and gender-conforming GB men (6%). Reports of harassment in the past year follow the same pattern, with 25% of GNC GB men reporting harassment compared with 13% of GNC LB women, 10% of gender-conforming LB women, and 6% of gender-conforming GB men.

GNC GB men were also the most likely group to report engaging in covering behaviors. Among cisgender LGBTQ employees, GNC GB men (78%) were more likely than gender-conforming LB women (59%), GNC LB women (58%), and gender-conforming GB men (51%) to engage in such behaviors to avoid discrimination and harassment based on sexual orientation. Not surprisingly, these differences also impact employee retention. Among cisgender LGBTQ employees, GNC GB men (60%) were much more likely to report that they had left a job due to how they were treated based on their sexual orientation than GNC LB women (41%), gender-conforming LB women (27%), and gender-conforming GB men (24%).

In short, while LGBTQ employees who are gender nonconforming are more likely to experience discrimination and harassment, and do more work to suppress their identities, in the workplace than gender-conforming cisgender LGBTQ employees, this is particularly true for GNC GB men.

While the key findings of the report are summarized below, the full report includes quotes from GNC cisgender LGBTQ respondents, and those who identify as equally conforming and nonconforming, to provide more detail about their experiences of discrimination and harassment in the workplace.

Key Findings

Demographics

- GNC cisgender LGBTQ adults comprised 13% of LGBTQ adults in the workforce and 14% of cisgender LGBTQ adults in the workforce.
- Approximately 56% of GNC cisgender LGBTQ adults in the workforce were under the age of 35, and 76% were under the age of 45.
- Six in 10 (61%) GNC cisgender LGBTQ adults were assigned female at birth, and 39% were assigned male at birth.
- Sixty-one percent of GNC cisgender LGBTQ adults identified as lesbian (36%) or gay (24%), and 40% identified as bisexual. GNC cisgender LGBTQ adults were three or more times as likely to identify as lesbian compared to cisgender LGBTQ adults who were gender conforming or equally conforming and nonconforming.
- Forty-eight percent of GNC cisgender LGBTQ adults identified as people of color, including 30% as Latinx, 11% as Black, and 5% as Asian.

- Almost six in 10 GNC cisgender LGBTQ adults in the workforce had less than a Bachelor's degree (59%), and 47% were making less than \$50,000 a year, with 15% making less than \$25,000 a year.

Lifetime Experiences of Discrimination and Harassment

- Over six in 10 (62%) GNC cisgender LGBTQ employees reported experiencing some form of discrimination or harassment, including being fired, not hired, not promoted, or verbally, physically, or sexually harassed because of their sexual orientation. When comparing cisgender men and women, GNC GB men were more likely than GNC LB women to report experiencing discrimination or harassment (72% vs. 55%) at some point in their lives.
- **Discrimination:** Nearly half (47%) of GNC cisgender LGBTQ employees reported experiencing at least some form of employment discrimination (including being fired, not hired, not promoted, or being denied other workplace opportunities) because of their sexual orientation at some point in their lives.
 - GNC cisgender LGBTQ employees (47%) were more likely to report experiencing discrimination based on their sexual orientation than gender-conforming LGBTQ cisgender employees (27%) and cisgender LGBTQ employees who were equally conforming and nonconforming (36%).
 - About thirty percent (29%) of GNC cisgender LGBTQ employees reported being fired, 34% reported not being hired, and 38% reported not being promoted or denied other opportunities at work because of their sexual orientation at some point in their lives, compared to 16%, 17%, and 16% of gender-conforming cisgender LGBTQ employees, respectively, at some point in their lives.
 - Comparing cisgender men and women, GNC GB men were more likely to report not being hired (47% vs. 25%) or promoted (49% vs. 31%) and twice as likely to report being fired (41% vs. 21%) compared to GNC LB women.
 - Over half (54%) of GNC cisgender LGBTQ employees reported that they had been treated unfairly at work because of their sexual orientation at some point in their lives. Some of these experiences included receiving negative performance evaluations, being denied bonuses and job assignments, not being allowed to work with customers and clients, and being ostracized by their coworkers.
- **Harassment:** About half (49%) of GNC cisgender LGBTQ employees reported experiencing at least one form of harassment (verbal, physical, or sexual) at work at some point in their lives because of their sexual orientation.
 - GNC cisgender LGBTQ employees (49%) were more likely to report harassment than gender-conforming LGBTQ employees (35%) and those who were equally conforming and nonconforming (32%).
 - Forty-six percent of GNC cisgender LGBTQ employees reported experiencing verbal harassment because of their sexual orientation, citing examples of name-calling, being misgendered, being harassed for not conforming to traditional binary gender roles or gender stereotypes, and being harassed because of their coworkers' and/or supervisors' religious beliefs.

- About one-quarter (26%) of GNC cisgender LGBTQ employees reported experiencing physical harassment and one-third (32%) experienced sexual harassment at work because of their sexual orientation.
- Comparing GNC cisgender men and women, GB men were more likely than LB women to report harassment in the workplace (65% vs. 39%), including verbal (62% vs. 35%), sexual (46% vs. 24%), and physical (42% vs. 16%) harassment.
- Beyond how they have been personally treated, 79% of GNC cisgender LGBTQ employees had heard negative comments about LGBTQ people in the workplace.

Intersectional Discrimination and Harassment

- When asked to describe their worst experiences of discrimination and harassment based on sexual orientation, many GNC cisgender LGBTQ employees described intersectional discrimination based on their multiple marginalized identities. In addition to discrimination based on their sexual orientation and gender expression, they described experiences of discrimination related to or based on race/ethnicity, religion, disability, pregnancy, gender, and age.

Recent Experiences of Discrimination and Harassment

- Almost one in four (23%) GNC cisgender LGBTQ employees reported experiencing some form of discrimination or harassment based on their sexual orientation in the past year, compared to 12% of gender-conforming employees and 18% of those who were equally conforming and nonconforming.
- **Discrimination:** One in seven (14%) GNC cisgender LGBTQ employees reported experiencing employment discrimination (including being fired, not hired, or being denied a promotion or other workplace opportunities) based on their sexual orientation in the past year, and more than one-third (37%) reported experiencing discrimination in the past five years.
 - More specifically, 6% of GNC cisgender LGBTQ employees reported being fired, 8% reported not being hired, and 9% reported being denied a promotion or other workplace opportunities based on their sexual orientation in the past year.
 - GNC cisgender LGBTQ employees were twice as likely as gender-conforming employees to report experiencing employment discrimination in the past year (14% vs. 7%) and the past five years (37% vs. 15%).
 - Among GNC cisgender employees, GB men were more than twice as likely as LB women to report workplace discrimination in the past year (23% vs. 9%). When looking at gender-conforming cisgender LGBTQ employees, GB men and LB women had similar percentages of reporting workplace discrimination (6% vs. 8%).
- **Harassment:** Eighteen percent of GNC cisgender LGBTQ employees reported experiencing at least one form of harassment in the workplace based on their sexual orientation in the past year, and 36% reported these experiences in the past five years.
 - More specifically, in the past year, 14% of GNC cisgender LGBTQ employees reported verbal harassment, 8% reported physical harassment, and 11% reported sexual harassment.

- GNC cisgender LGBTQ employees were more than twice as likely as gender-conforming employees to report experiencing harassment in the past year (18% vs. 8%) and past five years (36% vs. 17%). GNC cisgender LGBTQ employees were also more likely than LGBTQ employees who were equally conforming and nonconforming to report such harassment in the past year (18% vs. 12%) and past five years (36% vs. 22%).
- Among GNC cisgender LGBTQ employees, GB men were twice as likely as LB women to report workplace harassment in the past year (25% vs. 13%) and past five years (50% vs. 26%).
- **Negative comments:** Almost half (49%) of GNC cisgender LGBTQ employees reported hearing negative comments about LGBTQ people in the workplace in the past year.

Experiences at Current Job

- Six in 10 GNC cisgender LGBTQ employees felt that their current workplace environment was somewhat or very supportive (60%), while 19% felt the environment was somewhat or very unsupportive. These percentages mirrored those who expressed job satisfaction (62%) and dissatisfaction (21%) with their current jobs.
- Forty percent of GNC cisgender LGBTQ employees reported some type of adverse workplace experience related to their sexual orientation at their current job.
 - GNC cisgender LGBTQ employees were more likely to report adverse workplace experiences at their current job than gender-conforming employees (40% vs. 19%) and employees who were equally conforming and nonconforming (40% vs. 26%).
 - GNC cisgender LGBTQ employees were twice as likely as gender-conforming employees to report being treated unfairly (28% vs. 12%), verbally harassed (17% vs. 8%), and sexually harassed (11% vs. 5%), and more than three times as likely to report not being promoted (19% vs. 5%) at their current job.
 - Among GNC cisgender LGBTQ employees, GB men were more likely than LB women to report one or more adverse workplace experiences (53% vs. 32%). More specifically, GB men were twice as likely as LB women to report being treated unfairly (41% vs. 20%) and verbally harassed (25% vs. 12%) at their current job.

Out at Work

- Most (88%) GNC cisgender employees reported being out to at least a few coworkers and/or their supervisor. Almost half (47%) reported that they were out to all their coworkers.
- About one third (32%) of GNC cisgender LGBTQ employees reported not being out as LGBTQ to their supervisor. GNC cisgender LGBTQ employees were the least likely to report not being out as LGBTQ to their supervisor compared to gender-conforming LGBTQ employees (50%), LGBTQ employees who are equally conforming and nonconforming (43%), and TNB employees (41%).
- GNC cisgender LGBTQ employees were half as likely as gender-conforming employees (13% vs. 24%) to report not being out to any coworkers.

Covering

- Two-thirds of GNC cisgender LGBTQ employees (66%) reported engaging in covering behaviors at their current job to avoid discrimination or harassment related to their sexual orientation compared to 55% of gender-conforming LGBTQ employees.
 - GNC cisgender LGBTQ employees were twice as likely as gender-conforming employees to report changing their voice and mannerisms (34% vs. 16%); how they dressed (30% vs. 13%); their appearance (26% vs. 14%); and where, when, or how frequently they used the bathroom (19% vs. 7%) at work.
 - Additionally, 29% of GNC cisgender LGBTQ employees reported avoiding work events and travel, 44% reported avoiding work-related social events, and 45% reported avoiding conversations about their social activities outside of work with coworkers to avoid discrimination and harassment based on their sexual orientation. Forty-two percent of GNC cisgender LGBTQ employees reported avoiding talking about their family at work and more than one-third reported hiding family photos (36%) and not bringing family members to work-related events (36%).
 - Among GNC cisgender LGBTQ employees, GB men were more likely than LB women to report engaging in covering behaviors (78% vs. 58%).

Retention

- Almost half (48%) of GNC cisgender LGBTQ employees reported leaving a job at some point in their lives because of how they were treated by their employer based on their sexual orientation; more than half reported looking for other jobs because of how they were personally treated by their employer based on their LGBTQ status (53%) or due to their workplace environment being unsupportive of LGBTQ people (54%).
 - GNC cisgender LGBTQ employees were more likely than gender-conforming employees to have left a job (48% vs. 26%) or looked for a job because of how they were treated by their employer (53% vs. 29%), or to have looked for a job due to the workplace environment for LGBTQ people (54% vs. 33%).
 - Among GNC cisgender LGBTQ employees, GB men were more likely than LB women to have left a job (60% vs. 41%) or looked for a job because of how they were treated by their employer (66% vs. 45%) or looked for a job due to the workplace environment for LGBTQ people (64% vs. 49%).
- Due to the workplace environment for LGBTQ people at their current job, more than a fifth (22%) of GNC cisgender LGBTQ employees reported that they considered leaving. Of those, three-fourths (76%) reported taking steps towards finding another job. GNC cisgender LGBTQ employees were twice as likely as gender-conforming employees to report that they considered leaving their current job due to an unsupportive workplace environment for LGBTQ people (22% vs. 10%).

Introduction

At its most rudimentary level, gender nonconformity is defined as a deviation in gender expression and/or identity from what is socially considered “gender appropriate.”² The Institute of Medicine describes gender conformity as the extent to which a person’s gender expression, defined as “the manifestation of characteristics in one’s personality, appearance, and behavior that are culturally defined as masculine or feminine,” adheres to the cultural norms prescribed for their sex.³ Similarly, the American Psychological Association characterizes gender conformity as encompassing the degree to which gender expression “diverges from societal stereotypes for their sex assigned at birth.”⁴ Thus, the more that an individual differs from social expectations of their sex assigned at birth, the more gender nonconforming they are perceived to be.

Prior Research on Discrimination and Harassment Against Gender-Nonconforming LGBQ Employees

Though several studies have examined the experiences of gender-nonconforming people, fewer studies have focused specifically on gender-nonconforming LGBQ people. Prior research on gender-nonconforming people has mainly focused on experiences with school-based victimization and found that gender nonconformity is associated with an increased likelihood of bullying, threats, and missing school. For example, a study using data from the 2013 Youth Risk Behavior Surveillance System (YRBS) from four high school districts found that the most gender-nonconforming students had greater odds of being threatened or injured and missing school compared to the most gender-conforming students.⁵ A similar study using this same dataset reported a linear relationship between gender nonconformity and missing school due to feeling unsafe and between gender nonconformity and victimization, with each unit increase in gender nonconformity (i.e., Likert scale from somewhat to mostly to very) being associated with 15% increased odds of experiencing bullying.⁶

Research on gender nonconformity has consistently found that, compared to heterosexual people, LGBQ individuals exhibit higher levels of gender nonconformity.⁷ And like many LGBQ people, gender-

² Sandfort, T. G. M. et al. (2020) ‘Gender Expression and Its Correlates in a Nationally Representative Sample of the U.S. Adult Population: Findings from the National Survey of Sexual Health and Behavior’, *The Journal of Sex Research*, 58(1), pp. 51–63. doi: 10.1080/00224499.2020.1818178.

³ Institute of Medicine. *The Health of Lesbian, Gay, Bisexual, and Transgender People: Building a Foundation for Better Understanding*. National Academies Press, Washington, DC (2011).

⁴ American Psychological Association. (2015). Guidelines for psychological practice with transgender and gender nonconforming people. *American Psychologist*, 70(9), 832–864. <https://doi.org/10.1037/a0039906>

⁵ Gordon, Allegra R., et al. 2016. Nonconforming Gender Expression Is a Predictor of Bullying and Violence Victimization Among High School Students in Four U.S. School Districts. *Journal of Adolescent Health* 58 (2): S1–S2. <https://www.jahonline.org/article/S1054-139X%2815%2900414-0/fulltext>

⁶ Gordon, A.R., Conron, K.J., Calzo, J.P., White, M.T., Reisner, S.L. and Austin, S.B. (2018), Gender Expression, Violence, and Bullying Victimization: Findings From Probability Samples of High School Students in 4 US School Districts†. *J School Health*, 88: 306–314. <https://doi.org/10.1111/josh.12606>

⁷ Rieger, G., Linsenmeier, J. A. W., Gygax, L., & Bailey, J. M. (2008). Sexual orientation and childhood gender nonconformity: Evidence from home videos. *Developmental Psychology*, 44(1), 46–58. <https://doi.org/10.1037/0012-1649.44.1.46>;

Jones, A., Robinson, E., Oginni, O., Rahman, Q., & Rimes, K. A. (2017). Anxiety disorders, gender nonconformity, bullying and self-esteem in sexual minority adolescents: prospective birth cohort study. *Journal of child psychology and psychiatry, and allied disciplines*, 58(11), 1201–1209. <https://doi.org/10.1111/jcpp.12757>;

Li, G., Kung, K. T., & Hines, M. (2017). Childhood gender-typed behavior and adolescent sexual orientation: A longitudinal population-based study. *Developmental psychology*, 53(4), 764–777. <https://doi.org/10.1037/dev0000281>;

nonconforming (GNC) LGBTQ people can face higher percentages of discrimination, harassment, and victimization. A 2021 meta-analysis of almost 40 studies found that among LGB individuals, gender nonconformity was associated with an increase in experiencing prejudice events and expectation of rejection based on sexual orientation and a decrease in concealing one's sexual orientation and feelings of internalized homonegativity.⁸ Furthermore, prior research has shown that gender nonconformity among LGBTQ people may be associated with worse mental health outcomes. A 2015 study of heterosexual and LGB college students found stronger associations between depressive symptoms and harassment based on gender nonconformity than based on sexual orientation alone.⁹ Another study of 724 Dutch LGB adults reported more mixed findings, with gender nonconformity being associated with increased mental health problems due to increased homophobic stigmatization and decreased mental health problems due to decreased internalized homophobia.¹⁰

Legal Protections from Discrimination and Harassment Against Gender-Nonconforming LGBTQ Employees

Federal law and many state laws provide protections for workers of all sexual orientations and gender identities from discrimination and harassment because they are gender nonconforming.¹¹ In 1989, the Supreme Court held in *Price Waterhouse v. Hopkins* that discrimination against employees for non-conformance with stereotypes associated with their biological sex violates Title VII's ban on sex discrimination.¹² Similarly, many state-level civil rights statutes also protect gender nonconforming people from employment discrimination. Twenty-two states and D.C. have statutes that expressly prohibit employment discrimination based on sexual orientation and gender identity, and two additional

Gordon, A. R., Conron, K. J., Calzo, J. P., White, M. T., Reisner, S. L., & Austin, S. B. (2018). Gender Expression, Violence, and Bullying Victimization: Findings From Probability Samples of High School Students in 4 US School Districts. *The Journal of school health*, 88(4), 306–314. <https://doi.org/10.1111/josh.12606>;

Sandfort, T. G. M., Bos, H. M. W., Fu, T. J., Herbenick, D., & Dodge, B. (2021). Gender Expression and Its Correlates in a Nationally Representative Sample of the U.S. Adult Population: Findings from the National Survey of Sexual Health and Behavior. *Journal of sex research*, 58(1), 51–63. <https://doi.org/10.1080/00224499.2020.1818178>.

⁸ Thoma, B. C., Eckstrand, K. L., Montano, G. T., Rezeppa, T. L., & Marshal, M. P. (2021). Gender Nonconformity and Minority Stress Among Lesbian, Gay, and Bisexual Individuals: A Meta-Analytic Review. *Perspectives on Psychological Science*, 16(6), 1165–1183. <https://doi.org/10.1177/1745691620968766>

⁹ Martin-Storey, A., & August, E. G. (2016). Harassment Due to Gender Nonconformity Mediates the Association Between Sexual Minority Identity and Depressive Symptoms. *Journal of sex research*, 53(1), 85–97. <https://doi.org/10.1080/00224499.2014.980497>

¹⁰ Van Beusekom, G., Bos, H. M., Kuyper, L., Overbeek, G., & Sandfort, T. G. (2018). Gender nonconformity and mental health among lesbian, gay, and bisexual adults: Homophobic stigmatization and internalized homophobia as mediators. *Journal of health psychology*, 23(9), 1211–1222. <https://doi.org/10.1177/1359105316643378>

¹¹ Notably, several lower courts have also held that discrimination against transgender employees violates Title VII because such discrimination is rooted in sex stereotypes. See, e.g., *Smith v. City of Salem*, 378 F.3d 566 (6th Cir. 2004) (in which the court determined, after *Price Waterhouse*, that Title VII prohibits discrimination against transgender employees based on gender stereotypes, and that employment discrimination for gender-nonconforming behavior violates Title VII irrespective of the cause of the behavior); *Glenn v. Brumby*, 663 F.3d 1312 (11th Cir. 2011) (in which the court concluded that an employer discriminated against a transgender woman who brought an employment discrimination case relying on *Price Waterhouse* and other Title VII precedent; the court reasoned that a person is considered transgender “precisely because of the perception that his or her behavior transgresses gender stereotypes.”); for more, see U.S. Equal Emp. Opportunity Comm’n, *Examples of Court Decisions Supporting Coverage of LGBT-Related Discrimination Under Title VII* (last visited Jul. 17, 2024). Similarly, discrimination against nonbinary employees based on non-conformance with their sex assigned at birth would likely violate Title VII. As explained by one legal scholar, “Requiring [a nonbinary employee] to present as either a man or a woman is to require them to conform to sex stereotypes.” Meredith R. Severtson, *Let’s Talk About Gender: Nonbinary Title VII Plaintiffs Post-Bostock*, 74 *Vand. Law Rev.* 1507, 1531 (2021), <https://scholarship.law.vanderbilt.edu/cgi/viewcontent.cgi?article=4785&context=vlr>.

¹² *Price Waterhouse v. Hopkins*, 490 U.S. 228 (1989)

states have statutes that prohibit discrimination based on sexual orientation only.¹³ Many of these states also specifically prohibit discrimination based on “gender expression.”¹⁴ For example, guidance issued interpreting California’s state non-discrimination law states that it prohibits discrimination based on gender expression and against employees who are gender nonconforming—that is, “because they express their gender in non-stereotypical ways.”¹⁵ This includes discrimination or harassment because a person’s “mannerisms, clothes, or hairstyle ... [that] may not be stereotypically associated with their gender identity or the sex they were assigned at birth.”¹⁶ Regarding dress codes, the guidance states that “an employee must be allowed to dress in accordance with their gender...expression.”¹⁷ The guidance provides examples of prohibited conduct that include discrimination or harassment against “someone who identifies as male (but) may express his gender in stereotypically feminine ways, such as having long hair, wearing make-up, or acting ‘sensitive’¹⁸ and against a “female-identified person who wears clothes typically associated with men.”¹⁹

In terms of preferred pronouns, the guidance on California’s non-discrimination law states that, “an employer can be liable when customers or other third parties harass an employee because of their gender ... expression, such as intentionally referring to a gender-nonconforming employee by the wrong pronouns or name.”²⁰ The guidance further states that “an employee does not need to have legally changed their name or birth certificate, nor have undergone any type of gender transition (such as surgery), to use a name and/ or pronouns that correspond with their ... gender expression.”²¹

¹³ These are: D.C. (D.C. Code § 2-1402.11 (2013)), California (Cal. Gov’t Code §12900-12996 (2022)), Colorado (Colorado Rev. Stat. § 24-34-401 et seq.), Connecticut (Conn. Gen. Stat. Ann. § 46a-81c (2012) and 2011 Conn. Pub. Acts 11-55), Delaware (Del. Code. Ann. tit. 19 § 711 (2022)), Hawai’i (Haw. Rev. Stat. §378-1 et seq. (2022)), Illinois (68 Ill. Comp. Stat. 5/1-101 et seq. (2022)), Iowa (Iowa Code tit. 6 § 216.6 (2022) (sexual orientation only), Maine (Me. Stat. tit. 5 § 4572 (2010)), Maryland (Md. Code, State Gov’t § 20-602 (2021)), Massachusetts (Mass. Gen. Laws ch. 151B § 4(1) (2023)), Michigan (Mich. Comp. Laws § 37.2202.amended (2006)), Minnesota (Minn. Stat. § 363A.08 (2022)), Nevada (Nev. Rev. Stat. § 233.010(3) (2023)), New Hampshire (N.H. Rev. Stat. Ann. § 354-A.amended (2021)), New Jersey (N.J. Rev. Stat. §10:5-12 (2022)), New Mexico (N.M. Stat. § 28-1 -7 (2021)), New York (N.Y. Comp. Codes R. & Regs. tit. 8 § 8-107), Oregon (O.R. Rev. Stat. §659A.006 (2021)), Rhode Island (R.I. Gen. Laws § 28-5-7 (2012)), Utah (U.T. Code §34A5-106 (2015)), Vermont (Vt. Stat. Ann. tit. 21 § 495 (2012)), Virginia (V.A. Code Ann. § 2.2-3900 (2022)), Washington (W.A. Rev. Code § 49.60.180 (2022)), and Wisconsin (Wis. Stat. § 111.31 (2026) (sexual orientation only).

¹⁴ See, e.g., Connecticut (Conn. Gen. Stat. § 46a-60(b)(1) (2023) (“gender identity or expression”); Michigan (Mich. Comp. Laws § 37. 2202.amended (2006) (“gender identity or expression”); Nev. Rev. Stat. § 233.010(3) (2022) (“gender identity or expression”). See also New York City Commission on Human Rights, Legal Enforcement Guidance on Discrimination on the Basis of Gender Identity or Expression: Local Law No. 3 (2002); N.Y.C. Admin. Code § 8-102(23), NYC CHR (last updated Feb. 15, 2019), <https://www.nyc.gov/assets/cchr/downloads/pdf/publications/2019.2.15%20Gender%20Guidance-February%202019%20FINAL.pdf>

¹⁵ California Civil Rights Department. (2022, November). The Rights of Employees Who Are Transgender or Gender Nonconforming Fact Sheet. Author. https://calcivilrights.ca.gov/wp-content/uploads/sites/32/2022/11/The-Rights-of-Employees-who-are-Transgender-or-Gender-Nonconforming-Fact-Sheet_ENG.pdf

¹⁶ *Id.*

¹⁷ *Id.*

¹⁸ *Id.*

¹⁹ Gender nonconforming refers to people who do not follow societal norms or stereotypes about gender identity or gender expression. A person of any gender identity can be gender nonconforming, such as a female-identified person who wears clothes typically associated with men and who uses the pronouns “they/ them” and “she/her.”

²⁰ California Civil Rights Department. (2022, November). The Rights of Employees Who Are Transgender or Gender Nonconforming Fact Sheet. Author. https://calcivilrights.ca.gov/wp-content/uploads/sites/32/2022/11/The-Rights-of-Employees-who-are-Transgender-or-Gender-Nonconforming-Fact-Sheet_ENG.pdf

²¹ *Id.*

Current Study

One area in which research on the experiences of GNC LGBTQ people is severely limited is in employment settings. Very few studies have specifically examined the discrimination and harassment of GNC LGBTQ adults in the workplace. The current study examines experiences of employment discrimination and harassment against cisgender LGBTQ adults by their level of gender conformity. This study is based on a survey of 1,902 LGBTQ adults in the workforce conducted in the summer of 2023, including 239 GNC cisgender²² LGBTQ adults. Gender nonconformity is defined based on responses to the following question about gender expression: “A person’s appearance, style, dress, or the way they walk or talk may affect how people describe them. How do you think other people at your current job would describe you?” Responses were on a 7-point scale from very feminine 1) to very masculine 7), with equally feminine and masculine as the midpoint. Respondents were classified as follows:

	Female ²³	Male
Gender nonconforming (GNC)	very, mostly, or somewhat masculine	very, mostly, or somewhat feminine
Equally conforming and nonconforming	equally feminine and masculine	equally feminine and masculine
Gender conforming	very, mostly, or somewhat feminine	very, mostly, or somewhat masculine

We compare the experiences of GNC cisgender LGBTQ employees with the following groups:

- Gender-conforming cisgender LGBTQ employees,
- Cisgender LGBTQ employees who were equally conforming and nonconforming, and
- Transgender and nonbinary (TNB) employees, including all employees who are transgender²⁴ or nonbinary²⁵ regardless of whether they were gender-conforming or nonconforming.

Among cisgender LGBTQ employees, we choose to compare GNC employees to gender-conforming employees and employees who were equally conforming and nonconforming to explore how gender conformity affects the likelihood of experiencing discrimination and harassment among LGBTQ employees, with a particular focus on the experience of GNC employees, whom prior research suggests may be the most vulnerable to these experiences. All comparisons for statistical significance use GNC cisgender employees as the reference group because of the importance of centering the experience of GNC employees for this report.

²² Cisgender is defined as a person whose internal sense of gender corresponds with the sex the person was identified as having at birth.

²³ While we did use the variable “sex assigned at birth” to classify respondents’ gender conformity, given that sex assigned at birth corresponds to gender for cisgender people, we will be using “female”, “male”, “men”, “women”, and “gender” for brevity throughout this report.

²⁴ Transgender is defined as people whose internal sense of gender does not correspond with the sex the person was identified as having at birth. See Jessica A. Clarke, *They, Them, Theirs*, 132 Harv. L. Rev. 894, 905 (2019).

²⁵ Nonbinary is defined as people who identify as having no gender, a gender other than male or female, as having more than one gender, or for other reasons. “Nonbinary people may have any number of relationships to gender, including, to name a few, hybridity, rejection, dynamism, insistence on a third option, subversion, or all of these.” Jessica A. Clarke, *They, Them, Theirs*, 132 Harv. L. Rev. 894, 905 (2019).

When comparing cisgender and TNB employees, we choose to compare GNC cisgender LGBTQ employees to TNB employees, regardless of their gender conformity, to better understand how the experiences of cisgender GNC employees and TNB employees differ, given how frequently previous studies combine these two groups when studying gender conformity. Further, the experiences of TNB employees based on differences between how others perceived their current gender expression and their gender involve different considerations than for those who are cisgender. For example, for a transgender woman who was not out and perceived as very masculine, she would be classified as GNC if the reference point is her current gender but may experience less discrimination and harassment because others do not know she is transgender and view her as gender conforming. In contrast, if she were out and perceived as very masculine, she would be classified as gender conforming if the reference point is her sex assigned at birth but may experience more discrimination and harassment because her gender expression differs from her gender. Furthermore, if she is experiencing more discrimination and harassment, we would not be able to say if this is due to her gender conformity or her gender identity, given that transgender employees were more likely to report experiencing discrimination or harassment at work than cisgender LGBTQ employees (82% vs. 47%).²⁶ Finally, our prior reports in this series have examined more specifically the workplace experiences of transgender and nonbinary employees. This is the first time we have considered GNC cisgender LGBTQ employees.

We also compare cisgender LGBTQ employees by gender to gain some insights into how experiences of discrimination and harassment based on LGBTQ status and gender conformity differ both among cisgender men and women and between them. We do so through the following comparisons:

- GNC cisgender lesbian and bisexual (LB) women compared to gender-conforming cisgender LB women and cisgender LB women who were equally conforming and nonconforming,
- GNC cisgender gay and bisexual (GB) men compared to gender-conforming cisgender GB men and cisgender GB men who were equally conforming and nonconforming, and
- GNC cisgender LB women compared to GNC cisgender GB men.

Cisgender LGBTQ survey participants were asked about workplace experiences based on *sexual orientation* discrimination and harassment only, and their reactions (covering, looking for another job, etc.) to such experiences. TNB employees who did not identify as LGBTQ were asked about workplace experiences based on *gender identity* discrimination and harassment only, and their reactions to such experiences. TNB employees who identified as LGBTQ were asked about workplace experiences based on *sexual orientation and/or gender identity* discrimination and harassment, and their reactions to such experiences.

The study updates and expands upon a series of reports published by the Williams Institute in 2021 focused on employment discrimination against LGBTQ people. The current study is part of a larger series of reports examining the employment experiences of LGBTQ employees, transgender employees, nonbinary employees, LGBTQ employees of color, and other LGBTQ subpopulations.

²⁶ Sears, B., Castleberry, N.M., Lin, A., & Mallory, C. (2024). LGBTQ People's Experiences of Workplace Discrimination and Harassment. The Williams Institute, UCLA School of Law, Los Angeles, California. <https://williamsinstitute.law.ucla.edu/wp-content/uploads/Workplace-Discrimination-Aug-2024.pdf>.

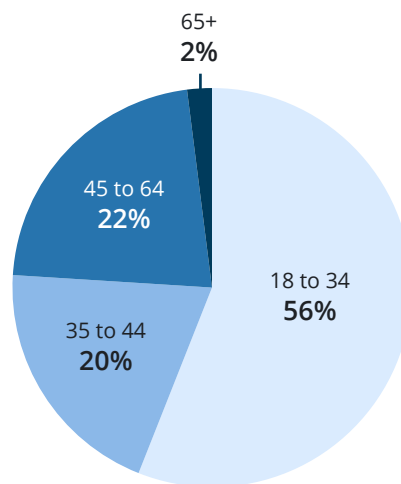
Results

Demographics

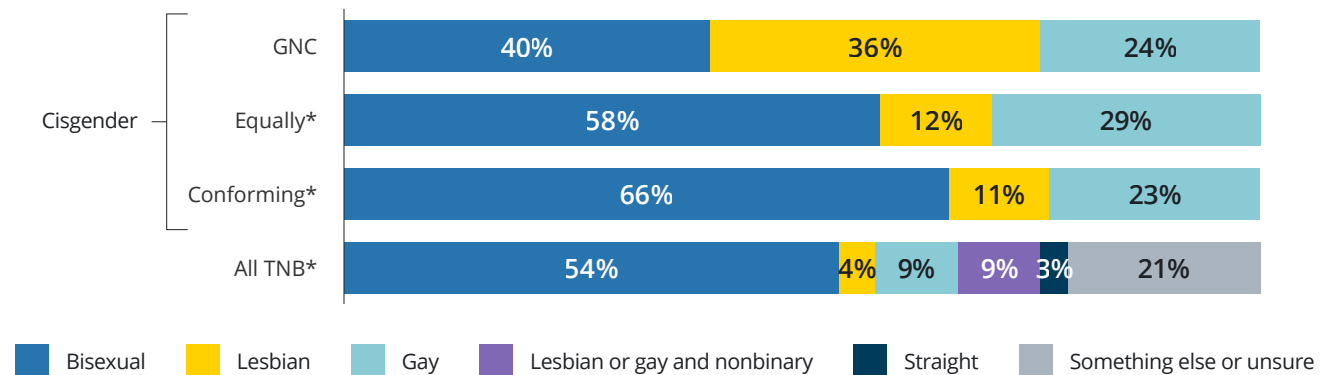
Of the 1,902 survey respondents, 239 were gender-nonconforming (GNC) cisgender LGBTQ adults. GNC cisgender LGBTQ adults comprised 13% of LGBTQ adults in the workforce and 14% of cisgender LGBTQ adults in the workforce.

Over half (56%) of GNC cisgender LGBTQ adults in the workforce were under the age of 35, and 76% were under the age of 45. GNC cisgender LGBTQ adults were more likely than gender-conforming cisgender LGBTQ adults (48%) and less likely than TNB adults (80%) to be under age 35.

Figure 1. Gender-nonconforming cisgender LGBTQ adults in the workforce by age cohort

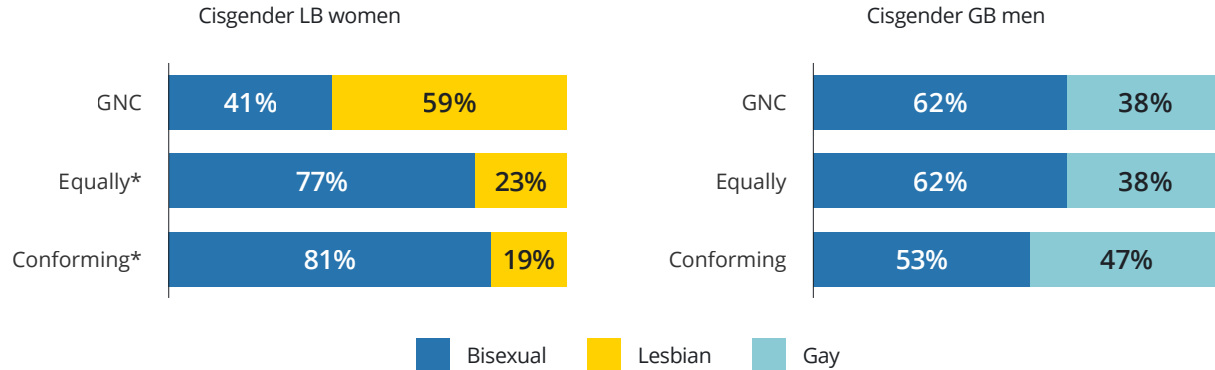


Six in 10 (61%) GNC cisgender LGBTQ adults were assigned female at birth, and 39% were assigned male at birth. In terms of sexual orientation, most GNC cisgender LGBTQ adults identified as lesbian or gay (61%), while 40% identified as bisexual. GNC cisgender LGBTQ adults (36%) were three or more times as likely to identify as lesbian compared to cisgender LGBTQ adults in the workforce who were gender conforming (11%) or equally conforming and nonconforming (12%), and adults in the workforce who were TNB (4%). They were less likely to identify as bisexual (40%) than cisgender LGBTQ adults in the workforce who were gender conforming (66%) or equally conforming and nonconforming (58%), and adults in the workforce who were TNB (54%).

Figure 2. LGBTQ adults in the workforce by sexual orientation, gender identity, and gender conformity

Note: *p-value less than 0.05 when comparing to GNC cisgender LGBTQ adults

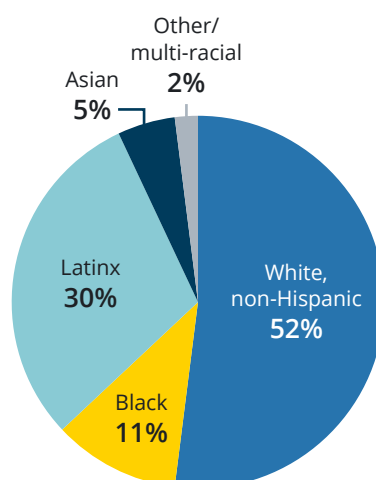
Among cisgender LGBTQ employees, GNC women (59%) were twice as likely to identify as lesbian as women who were gender conforming (19%) or equally conforming and nonconforming (23%). There were no statistically significant differences in sexual orientation by gender conformity among cisgender gay and bisexual (GB) men nor between GNC lesbian and bisexual (LB) women and GNC GB men.

Figure 3. LGBTQ adults in the workforce by sexual orientation, gender conformity, and gender

Note: *p-value less than 0.05 when comparing to GNC cisgender LGBTQ adults

Most (61%) GNC cisgender LGBTQ adults in the workforce reported living with a partner, whether married or unmarried. GNC cisgender LGBTQ adults were less likely than TNB adults to report being single (39% vs. 51%).

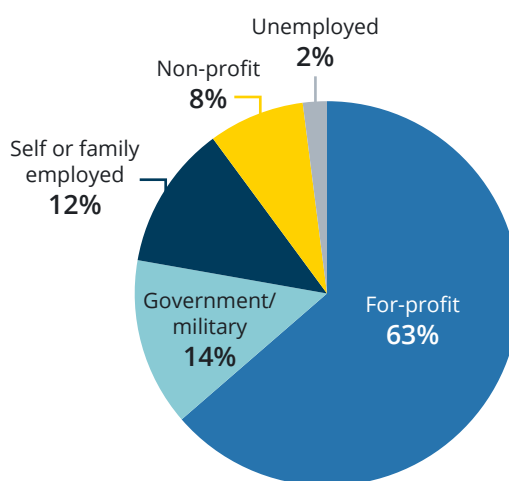
Forty-eight percent of GNC cisgender LGBTQ adults in the workforce identified as people of color, including 11% as Black, 30% as Latinx, and 5% as Asian.

Figure 4. Gender-nonconforming cisgender LGBTQ adults by race/ethnicity

Almost six in 10 GNC cisgender LGBTQ adults in the workforce had less than a Bachelor's degree (59%). GNC cisgender LGBTQ adults in the workforce were twice as likely as TNB adults to report having a post-Bachelor's education (16% vs. 8%).

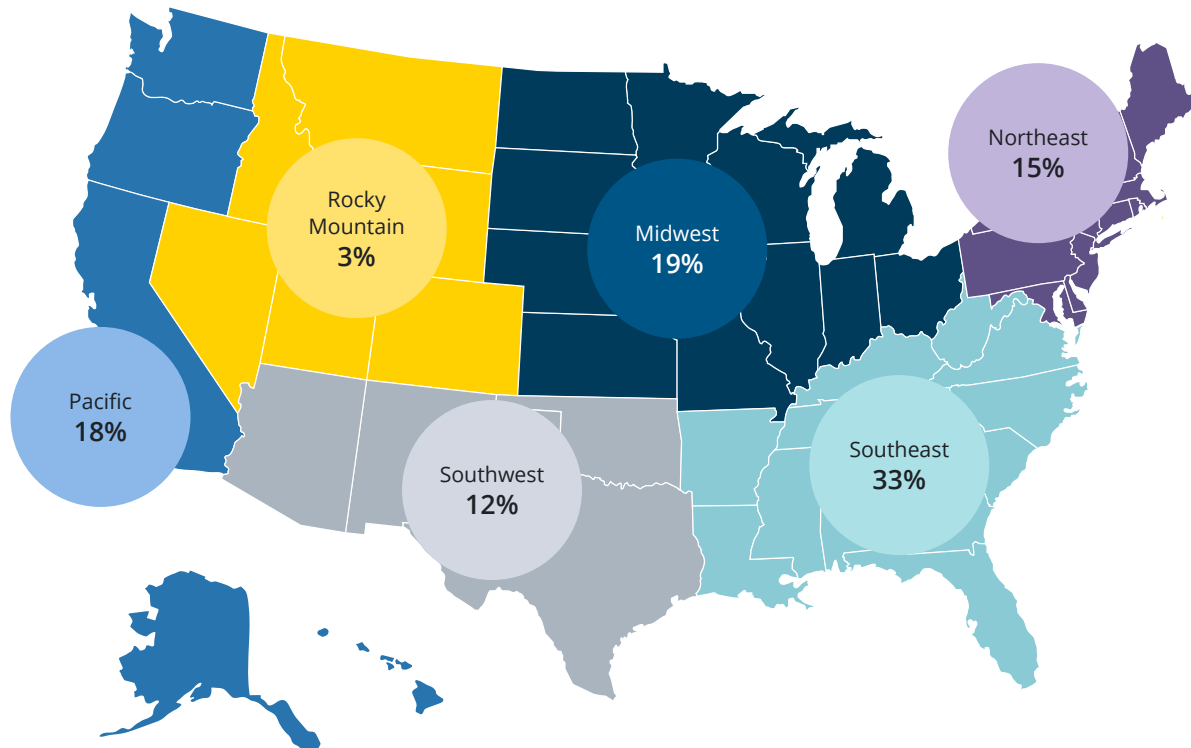
Forty-seven percent of GNC cisgender LGBTQ adults were making less than \$50,000 a year, with 15% making less than \$25,000 a year. Sixteen percent were making \$100,000 or more a year. GNC cisgender LGBTQ adults were half as likely to make less than \$25,000 as TNB adults (15% vs. 31%).

Almost all GNC cisgender LGBTQ adults in the workforce were currently working (98%), with 63% working in the private sector and 8% working in the non-profit sector. Approximately 14% worked for the government or military, and 12% were either self-employed or working for family.

Figure 5. Gender-nonconforming cisgender LGBTQ adults in the workforce by employment sector

In terms of geography, GNC cisgender LGBTQ adults in the workforce reflected the general population in the United States, with the exception of the South.²⁷ GNC cisgender LGBTQ adults in the workforce were more likely to live in the Southeast (33% vs. 25%) and Pacific (18% vs. 13%) and less likely to live in the Rocky Mountain (3% vs. 8%), Southwest (12% vs. 16%), and Northeast (15% vs. 20%) regions as compared to LGBTQ adults who were equally conforming and nonconforming.

Figure 6. Gender-nonconforming cisgender LGBTQ adults in the workforce by region



Lifetime Experiences of Discrimination and Harassment

I was discriminated against because I was “too feminine.”

— GNC white gay man from Louisiana

My worst experience was when working in retail, where older people (40+) would verbally target me for my gender expression, in this case, being too masculine.

— An equally conforming and nonconforming lesbian of color from New York

I think at my job I am the only queer person, and I present a little more in a masculine way, and I think that people don’t know how to treat me.

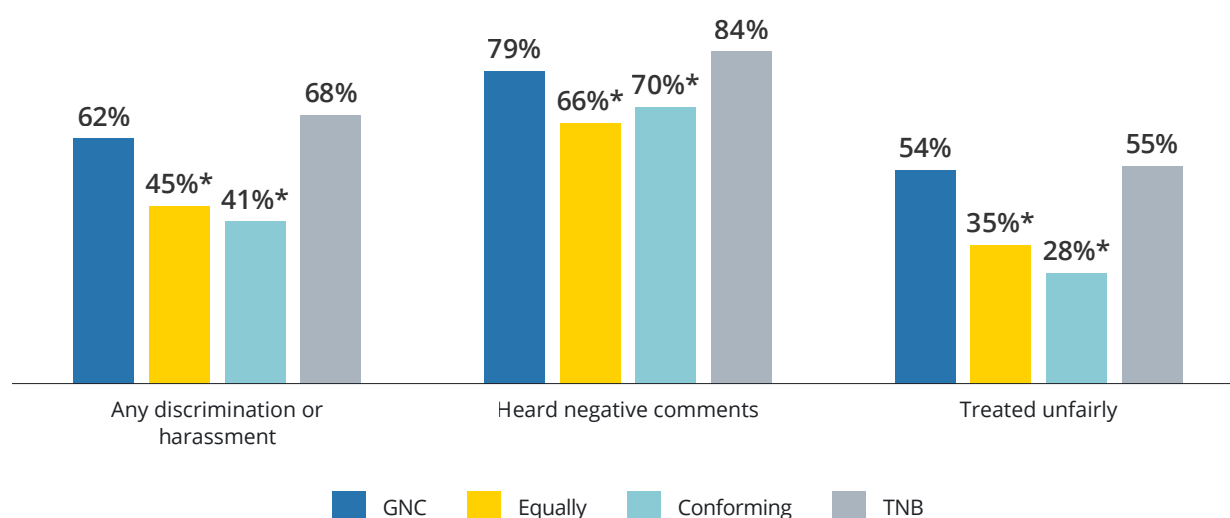
— GNC white lesbian from North Carolina

²⁷ For regional distribution of the general population, see U.S. Census Bureau, United States Population Growth by Region, https://www.census.gov/poclock/data_tables.php?component=growth (2023 data) (last visited July 25, 2023).

Employment discrimination against GNC cisgender LGBTQ employees is persistent and widespread. More than six in 10 (62%) GNC cisgender LGBTQ employees reported experiencing some form of discrimination or harassment, including being fired, not hired, not promoted, or verbally, physically, or sexually harassed because of their sexual orientation at some point in their lives, compared to 41% of gender conforming and 45% of equally conforming and nonconforming cisgender LGBTQ employees.

At some point in their lives, 54% of GNC cisgender LGBTQ employees reported that they had been treated unfairly at work because of their sexual orientation, compared to 28% of gender conforming and 35% of equally conforming and nonconforming cisgender LGBTQ employees. GNC cisgender LGBTQ employees (79%) were more likely than gender conforming (70%) and equally conforming and nonconforming cisgender LGBTQ employees (66%) to report hearing negative comments about LGBTQ people in the workplace. There were no statistically significant differences between GNC cisgender LGBTQ employees and TNB employees.

Figure 7. Lifetime adverse workplace experiences based on LGBTQ status among LGBTQ employees by gender conformity



Note: *p-value less than 0.05 when comparing to GNC cisgender LGBTQ adults

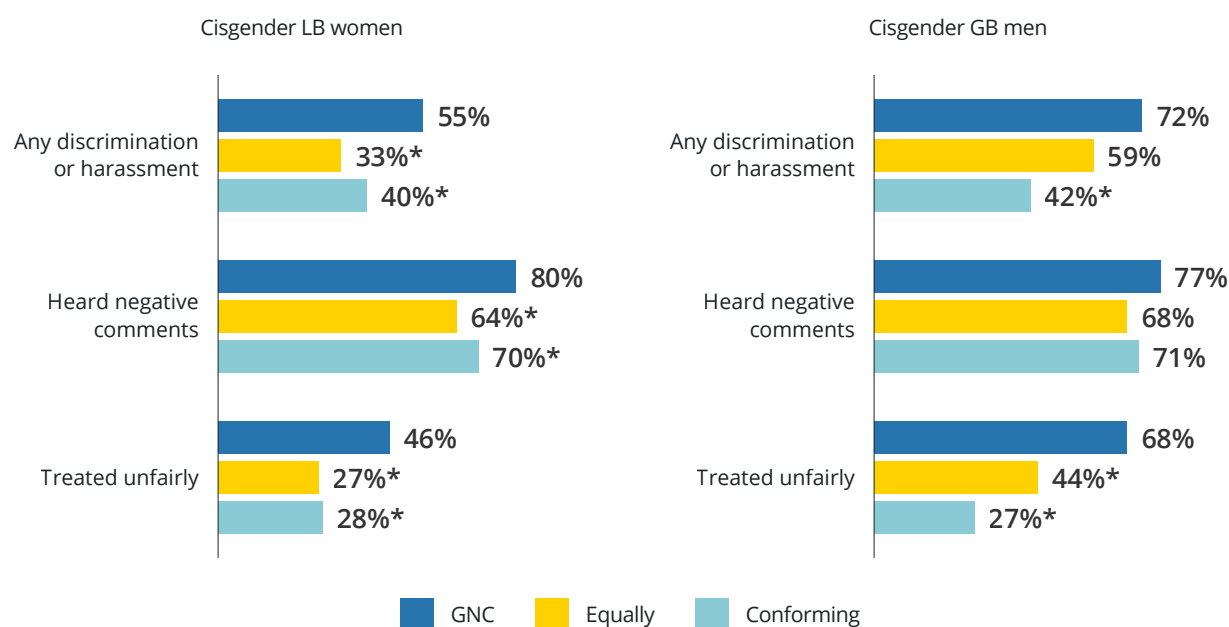
Differences in Experiences of Lifetime Discrimination and Harassment Among Cisgender LGBTQ Men and Women

Among cisgender LB women, GNC employees (55%) were more likely than gender-conforming LB employees (40%) and those who were equally conforming and nonconforming (33%) to report having experienced some form of discrimination or harassment because of their sexual orientation at some point in their lives. GNC cisgender LB women (46%) were also more likely than gender-conforming LB employees (28%) and those who were equally conforming and nonconforming (27%) to report having been treated unfairly because of their sexual orientation. Similarly, among cisgender GB men, GNC employees were more likely than gender-conforming employees (72% vs. 42%) to report having experienced some form of discrimination or harassment because of their sexual orientation at some

point in their lives. GNC GB employees (68%) were also more likely than GB employees who were equally conforming and nonconforming (44%) and twice as likely as GB gender-conforming employees (27%) to report being treated unfairly.

Comparing cisgender men and women, GNC GB men were more likely than GNC LB women to report experiencing discrimination or harassment (72% vs. 55%) and being treated unfairly (68% vs. 46%) because of their sexual orientation at some point in their lives.

Figure 8. Lifetime adverse workplace experiences based on LGBTQ status among cisgender LGBTQ employees by gender conformity and gender

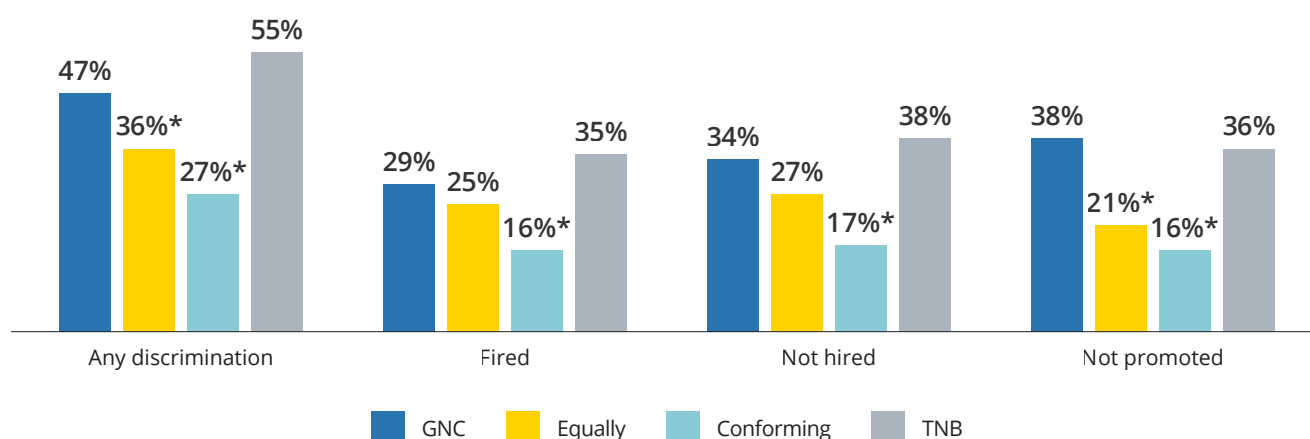


Note: *p-value less than 0.05 when comparing to GNC cisgender LGBTQ adults

Lifetime Discrimination

Almost half of GNC cisgender LGBTQ employees (47%) reported experiencing at least some form of employment discrimination (including being fired, not hired, not promoted, or being denied other workplace opportunities) because of their sexual orientation at some point in their lives. GNC cisgender LGBTQ employees were more likely to report experiencing discrimination based on their sexual orientation than gender-conforming (27%) and equally conforming and nonconforming (36%) cisgender LGBTQ employees. There were no statistically significant differences between GNC cisgender LGBTQ employees and TNB employees.

Figure 9. Lifetime experiences of discrimination based on LGBTQ status among LGBTQ employees by gender conformity



Note: *p-value less than 0.05 when comparing to GNC cisgender LGBTQ adults

About thirty percent of GNC cisgender LGBTQ employees (29%) reported being fired and 34% reported not being hired because of their sexual orientation at some point in their lives compared to 16% and 17% of gender-conforming cisgender LGBTQ employees, respectively. In response to a question asking respondents to describe their worst experiences of discrimination or harassment, some respondents reported being fired or not being hired because of their gender nonconformity:

[When] I worked for a small marketing firm ... I was sexually harassed on a weekly basis and unfairly treated by [my boss] for months for being too feminine and gay. I was finally fired on a Friday when he kicked me out of the office ... (he) called me a faggot and had security escort me out. Our neighbors were a realty company who heard everything being done and came to my rescue to see if I was OK. This situation has really messed with my PTSD, and I haven't held a full-time job since 2016.

— GNC white gay man from California

They didn't hire me because of my expression.

— GNC Latina lesbian from Maryland

I was told that my look wasn't feminine enough for the industry I wanted to work in.

— An equally conforming and nonconforming White bisexual woman from Maryland

More than one third (38%) of GNC cisgender LGBTQ employees reported not being promoted or denied other opportunities at work because of their sexual orientation. GNC cisgender LGBTQ employees were more likely than employees who were equally conforming and nonconforming (21%) and twice as likely as gender-conforming employees (16%) to report not being promoted. Examples of these experiences included:

I was set up to be promoted to manager, and I was overlooked for the job because I was perceived to be too masculine in a feminine body.

— GNC white lesbian from Pennsylvania

I had a minor altercation with a colleague because we were both competing for a role, and he said, "You're too feminine for a guy," so I bet you won't be getting this position.

— An equally conforming and nonconforming white bisexual man from California

I was up for a promotion and had been with the company the longest. The promotion was given to a younger woman who had not only just started with the company less than 6 months prior, but she came from a background that had nothing to do with her current job or her promotion. I was told in so many words that she "looked more professional" because she dressed up, wore makeup, and styled her hair. She would be a "better face for the company."

— An equally conforming and nonconforming Latina bisexual woman from Missouri

I wasn't chosen for a special position because I acted too much like a woman.

— An equally conforming and nonconforming white gay man from Tennessee

GNC respondents and respondents who are equally conforming and nonconforming also reported other forms of workplace discrimination, including being denied bonuses and job assignments, receiving poor performance evaluations, and being ostracized by their coworkers. Some examples included:

I got name-calling, not getting pay bonuses and promotions because I was too feminine.

— GNC Asian-American bisexual man from Illinois

When I worked in the kitchen, I was the only girl cook on the job. They used to put me in dishes because they felt I couldn't handle the floor/line. They also used to say, I just dressed like a guy. I wasn't one of the guys. Even when I eventually did show I could handle the line, they never wanted me to run the window, even when they knew I could handle it. They didn't want me to "outdo" them.

— GNC Black lesbian from Florida

I am a lesbian woman that gives off masculine energy, so I would often be challenged on that by male coworkers who find me as a threat. I would overhear them making jokes about gays and lesbians and how people use pronouns. I had a senior manager who went out of her way every day to make me uncomfortable and not allow me to do my job. She would micromanage and nitpick me all day to the point where I would have anxiety attacks in the bathroom. I believe she was doing this because I was the only black woman.

— An equally conforming and nonconforming Black lesbian from California

I applied for a job at a retail location (won't name it), and when they hesitantly employed me, all of my coworkers would avoid me like I was a disease and look at me funny. And I assume that is because I am openly bi and am a bit masculine.

— GNC Latina bisexual woman from North Carolina

Several respondents reported that their employers kept them from jobs or job duties that involved direct interaction with clients or customers because their appearance did not conform to their gender:

I used to work at a gym, and I would get comments constantly about how I looked too masculine and shouldn't be in the front, even though I was excellent at my job.

— GNC white lesbian from Kentucky

I was told I could not work in the children's section of a library because I looked too manly and would confuse little girls.

— GNC white lesbian from Indiana

I [was] taken off the front counter where I was best because I appeared to be too flamboyant for their image.

— An equally conforming and nonconforming white bisexual man from Kansas

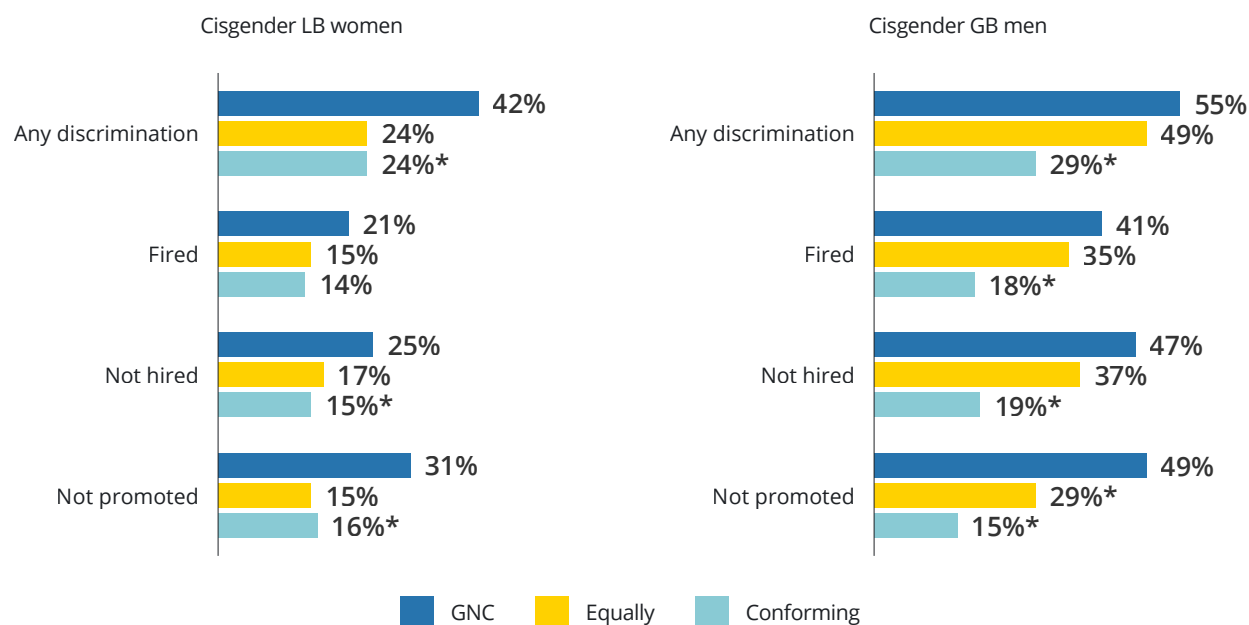
Differences in Experiences of Lifetime Discrimination Among Cisgender LGBTQ Men and Women

Among cisgender LB women, 42% of GNC employees reported experiencing at least some form of employment discrimination because of their sexual orientation at some point in their lives. In comparison, 24% of gender-conforming employees and 24% of employees who were equally conforming and nonconforming reported experiencing discrimination. More specifically, 21% of GNC LB employees reported being fired, 25% reported not being hired, and 31% reported not being promoted. GNC LB employees were more likely than gender-conforming employees to report not being hired (25% vs. 15%) and twice as likely to report not being promoted as gender-conforming LB employees (31% vs. 16%) and those who were equally conforming and nonconforming (31% vs. 15%).

Among cisgender GB men, more than half (55%) of GNC employees reported experiencing discrimination based on their sexual orientation, compared with 29% of gender-conforming GB employees. More specifically, 41% of GNC GB employees reported being fired, 47% reported not being hired, and 49% reported not being promoted. GNC GB employees were twice as likely as gender-conforming GB employees to report being fired (41% vs. 18%) and not being hired (47% vs. 19%), and three times as likely to report not being promoted (49% vs. 15%). GNC GB employees were also more likely than equally conforming and nonconforming employees to report not being promoted (49% vs. 29%).

Comparing cisgender men and women, GNC GB men were more likely to report not being hired (47% vs. 25%) or promoted (49% vs. 31%) and twice as likely to report being fired (41% vs. 21%) compared to GNC LB women.

Figure 10. Lifetime experiences of discrimination based on LGBTQ status among LGBTQ employees by gender conformity and gender

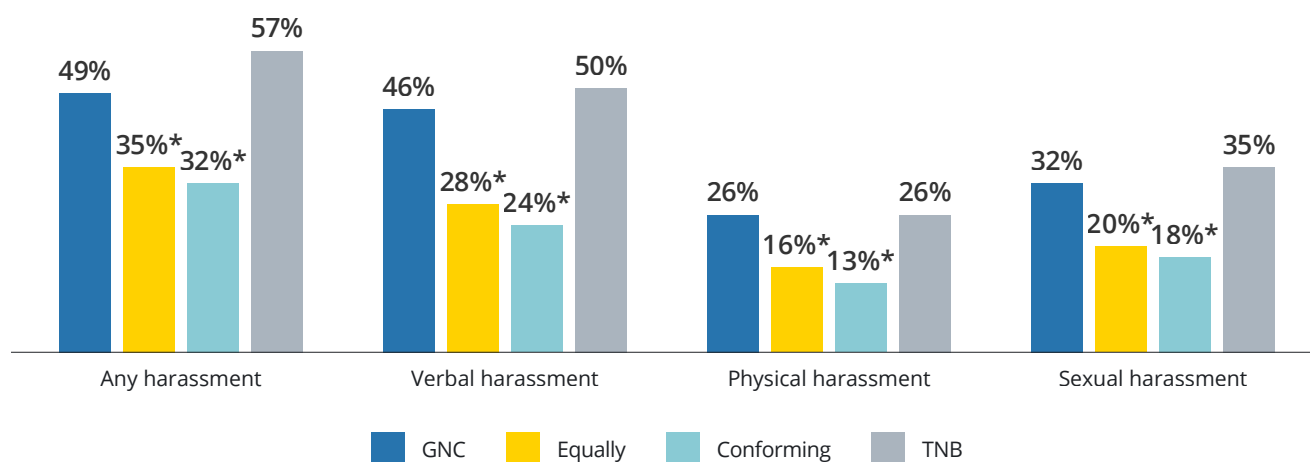


Note: *p-value less than 0.05 when comparing to GNC cisgender LGBTQ adults

Lifetime Harassment

About half (49%) of GNC cisgender LGBTQ employees reported experiencing at least one form of harassment (verbal, physical, or sexual) at work at some point in their lives because of their sexual orientation. GNC cisgender LGBTQ employees were more likely to report such harassment compared to gender-conforming LGBTQ employees (35%) and those who were equally conforming and nonconforming (32%). There were no statistically significant differences between GNC cisgender LGBTQ employees and TNB employees.

Figure 11. Lifetime experiences of harassment based on LGBTQ status among LGBTQ employees by gender conformity



Note: *p-value less than 0.05 when comparing to GNC cisgender LGBTQ adults

Lifetime Verbal Harassment

Forty-six percent of GNC cisgender LGBTQ employees reported experiencing verbal harassment at work because of their sexual orientation, more than gender-conforming LGBTQ employees (24%) and those who were equally conforming and nonconforming (28%).

Some reports of verbal harassment by survey respondents included failure to conform to traditional gender stereotypes, while others focused on misgendering:

My coworkers made jokes about guys they thought were gay or “homos,” limp wrists, and calling them names in front of me.

— An equally conforming and nonconforming white bisexual woman from Virginia

[I was] constantly being called sir or referred to with masculine pronouns.

— GNC Black lesbian from Texas

[I experienced] subtle but purposeful misgendering based on my outward appearance and expression of my gender identity.

— GNC white lesbian from Alabama

The [supervising attorney of the office I worked in] told me I even walked like a dyke. Then another coworker explained to me that was a compliment because I was so butch. I am a cis woman.

— GNC white lesbian from Texas

My worst experience was probably when a coworker wasn't having his way and started calling me an “it” in front of all other coworkers.

— GNC Black gay man from Georgia

I was in the breakroom, and I heard a manager talking to another manager about how I'm kinda feminine and said I was a “shem” or something like that. I felt disrespected.

— An equally conforming and nonconforming Black bisexual man from California

Lifetime Physical Harassment and Assault

About one-quarter (26%) of GNC cisgender LGBTQ employees reported experiencing physical harassment at work because of their sexual orientation. They were more likely than employees who were equally conforming and nonconforming (26% vs. 16%) and twice as likely as gender-conforming cisgender LGBTQ employees (26% vs. 13%) to report experiencing physical harassment. Examples of these experiences include the following:

I was physically assaulted by a coworker and verbally abused due to my sexuality. They were talking about how I was an abomination of God.

— GNC Latino gay man from Colorado

They choked me and said I was disgusting.

— GNC Latina bisexual woman from Washington

Lifetime Sexual Harassment

About one-third (32%) of GNC cisgender LGBTQ employees reported experiencing sexual harassment at work because of their sexual orientation. By comparison, one-fifth of gender-conforming employees (20%) and those who were equally conforming and nonconforming (18%) reported similar harassment. Examples of sexual harassment and assault reported by survey respondents included:

[I experienced] constant sexual harassment, and after reporting [it] to [a] manager, they didn't do anything either but told me that I need to come to work like a girl.

— GNC Black lesbian woman from New York

*I was told I should just have a penis if I like girls and should get f**ked in the a** like a normal girl so I would be straight.*

— GNC white lesbian from Georgia

[I heard] loud comments using words like "dyke or butch" [and they made] nasty inferences regarding me having straight sex to "fix" the problem. They said, "You will go to hell. You need to accept Jesus to be saved. It's not natural, God does not tolerate this."

— GNC Latina lesbian from Arkansas

Differences in Experiences of Harassment Among Cisgender LGBTQ Men and Women

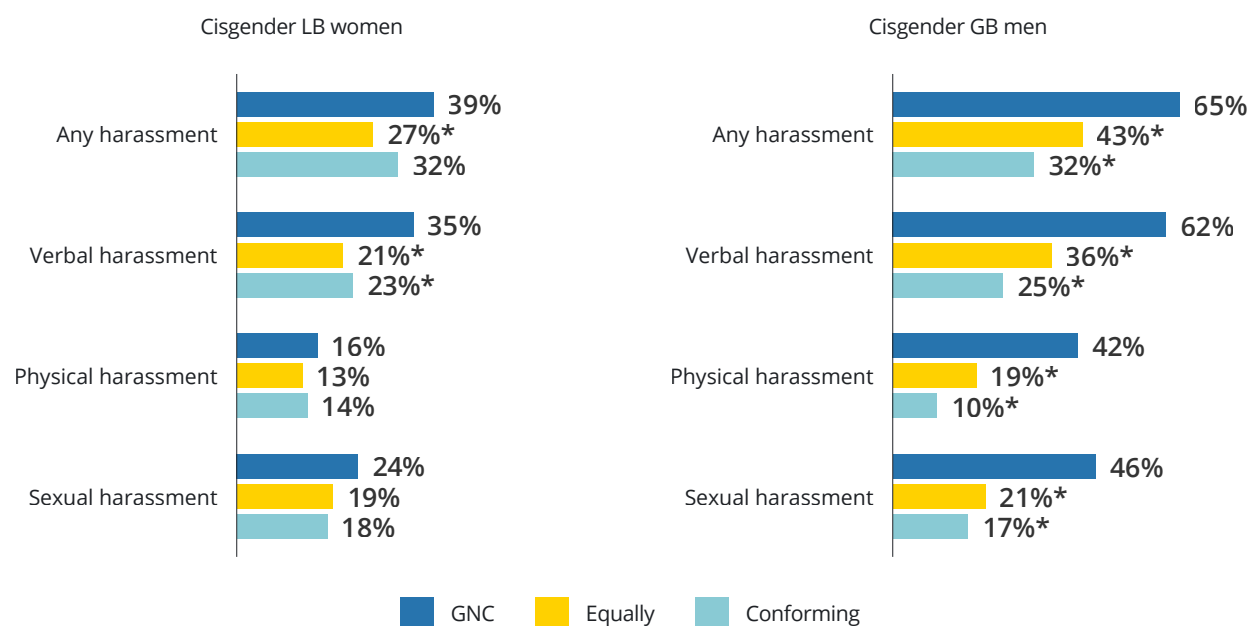
Among cisgender LB women, four in 10 (39%) GNC employees reported experiencing at least some form of harassment at work because of their sexual orientation at some point in their lives. In comparison, 27% of LB employees who were equally conforming and nonconforming reported experiencing harassment. More specifically, 35% of GNC LB employees reported verbal harassment, 16% reported physical harassment, and 24% reported sexual harassment. GNC LB employees were more likely to report verbal harassment than gender-conforming LB employees (35% vs. 23%) and those who were equally conforming and nonconforming (35% vs. 21%).

Among cisgender GB men, about two-thirds (65%) of GNC employees reported experiencing harassment based on their sexual orientation, compared to 32% of gender-conforming employees and 43% of employees who were equally conforming and nonconforming. Compared to gender-conforming employees, GNC employees were more than twice as likely to report verbal harassment (62% vs. 25%), three times as likely to report sexual harassment (46% vs. 17%), and four times as likely to report physical harassment (42% vs. 10%). Additionally, GNC GB employees were more likely than employees who were equally conforming and nonconforming to report verbal harassment (62% vs. 36%), physical harassment (42% vs. 19%), and sexual harassment (46% vs. 21%).

Comparing cisgender GB men and LB women, GNC GB men were more likely than GNC LB women to report harassment in the workplace (65% vs. 39%), including verbal harassment (62% vs. 35%). GNC GB

men were twice as likely to report sexual harassment (46% vs. 24%) and three times as likely to report physical harassment (42% vs. 16%) compared to GNC LB women.

Figure 12. Lifetime experiences of harassment based on LGBTQ status among LGBTQ employees by gender conformity and gender



Note: *p-value less than 0.05 when comparing to GNC cisgender LGBTQ adults

Intersectional Discrimination

Some GNC LGBTQ employees reported incidents of discrimination and harassment related to their multiple marginalized identities, or intersectional discrimination.²⁸ Examples include reports of discrimination based on sexual orientation as well as race and ethnicity. For example:

I was treated badly as a gay Black male because I was feminine. And I felt attacked and threatened.

— GNC Black gay man from Louisiana

*Every day I came into work, I would hear slurs of “gay,” “she thinks she is a man,” and also “that Black b*tch, she is a cis woman and need to dress like one and not like a man.”*

— GNC Black lesbian woman from New York

I used to get singled out from my other male coworkers. They used to say things like “dyke,” “bull dagger,” and more ... It was worse because I’m African American as well.

— GNC Black Latina lesbian from Virginia

²⁸ See, generally, Crenshaw, Kimberle' Williams (1989) “Demarginalizing the Intersection of Race and Sex: A Black Feminist Critique of Antidiscrimination Doctrine, Feminist Theory and Antiracist Politics.” University of Chicago Legal Forum 1989:139–67.

Other responses included reports of discrimination on the basis of sexual orientation as well as religion, disability, pregnancy, and age:

Someone called me a slur because I was pregnant and looked masculine.

— An equally conforming and nonconforming Latina bisexual woman from New York

I've just been told because my hair is short that they don't appreciate butch dykes working there and that I'm too old.

— GNC White bisexual woman from Arkansas

My job is a boys' club they don't like women too much there. They told me I was going to hell because their religious beliefs did not align with mine.

— GNC White lesbian from Pennsylvania

I am disabled and bisexual, so especially the girls were very mean to me when they found out. It wasn't anything violent, but they distanced themselves and started rumors, generally just making me feel uncomfortable or unwelcome

— GNC Latina bisexual woman from California

Recent Experiences of Discrimination and Harassment

LGBTQ employees continue to experience discrimination even after the U.S. Supreme Court held in *Bostock v. Clayton County* that discrimination based on sexual orientation and gender identity are forms of sex discrimination prohibited by Title VII.²⁹ This decision extended non-discrimination protections to LGBTQ employees nationwide as of June 2020.

About one quarter (23%) of GNC cisgender LGBQ employees reported experiencing some form of discrimination or harassment based on their sexual orientation in the past year, compared to 12% of gender-conforming employees and 18% of those who were equally conforming and nonconforming. About half (49%) of GNC cisgender LGBQ employees reported hearing negative comments about LGBTQ people in the workplace in the past year, more than gender-conforming employees (33%) and those who were equally conforming and nonconforming (29%). In the past year, GNC cisgender LGBQ employees (20%) were more likely than cisgender LGBQ employees who were equally conforming and nonconforming (12%) and twice as likely as gender-conforming employees (7%) to report being treated unfairly at work because of their sexual orientation.

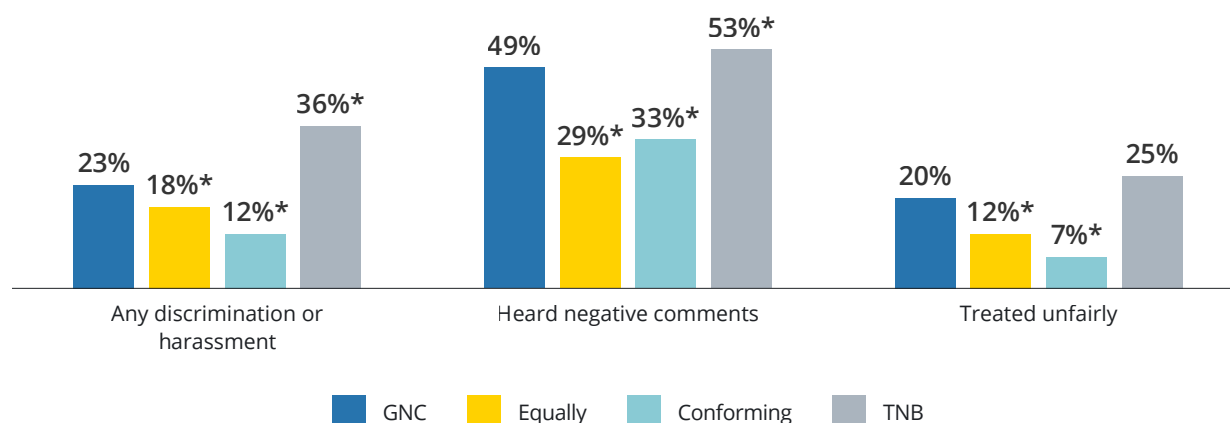
Conversely, GNC cisgender LGBQ employees were less likely to report experiencing discrimination or harassment because of their sexual orientation than were TNB employees to report such experiences because of their sexual orientation and/or gender identity (23% vs. 36%).³⁰ GNC cisgender LGBQ

²⁹ 140 S. Ct. 1731 (2020).

³⁰ Cisgender LGBQ participants were asked about workplace experiences based on *sexual orientation* discrimination and harassment only, and their reactions (covering, looking for another job, etc.) to such experiences. TNB employees who did not identify as LGBQ were asked about workplace experiences based on *gender identity* discrimination and harassment only, and their reactions to such experiences. TNB employees who identified as

employees also were less likely to report hearing negative comments about LGBTQ people in the workplace than TNB employees (49% vs. 53%).

Figure 13. Past-year adverse workplace experiences based on LGBTQ status among LGBTQ employees by gender conformity



Note: *p-value less than 0.05 when comparing to GNC cisgender LGBTQ adults

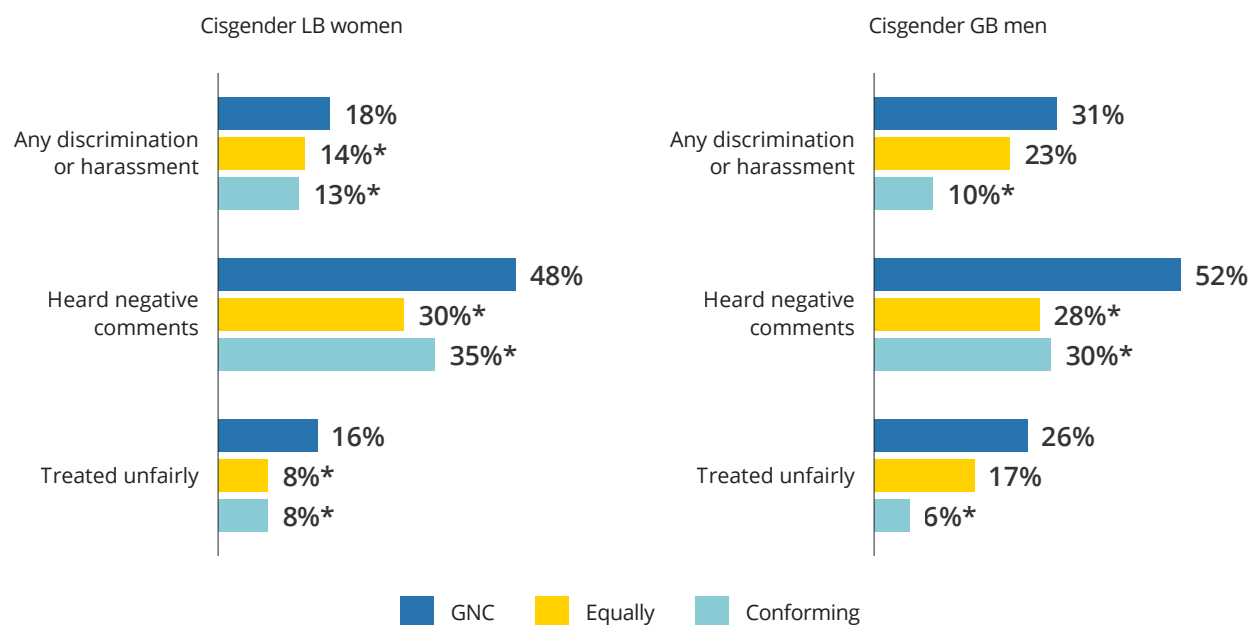
Differences in Recent Experiences of Discrimination and Harassment Among Cisgender LGBTQ Men and Women

Among cisgender LB women, 18% of GNC employees reported experiencing some form of discrimination or harassment based on their sexual orientation in the past year, compared to 13% of gender-conforming employees and 14% of those who were equally conforming and nonconforming. One in six (16%) GNC LB employees reported being treated unfairly, twice as many as gender-conforming employees (8%) and those who were equally conforming and nonconforming (8%). Almost half (48%) of GNC employees reported hearing negative comments about LGBTQ people in the workplace in the past year, more than gender-conforming employees (35%) and those who were equally conforming and nonconforming (30%).

Among cisgender GB men, three in 10 (31%) GNC employees reported experiencing some form of discrimination or harassment based on their sexual orientation in the past year compared to only 10% of gender-conforming employees. GNC GB employees were more than four times as likely as gender-conforming GB employees to report being treated unfairly in the past year (26% vs. 6%). Over half (52%) of GNC GB employees reported hearing negative comments about LGBTQ people. By comparison, 30% of gender-conforming GB employees and 28% of those who were equally conforming and nonconforming reported hearing negative comments about LGBTQ people in the past year.

Comparing cisgender men and women, GNC GB men were more likely than GNC LB women to report unfair treatment in the past year (26% vs. 16%).

Figure 14. Past-year adverse workplace experiences based on LGBTQ status among LGBTQ employees by gender conformity and gender

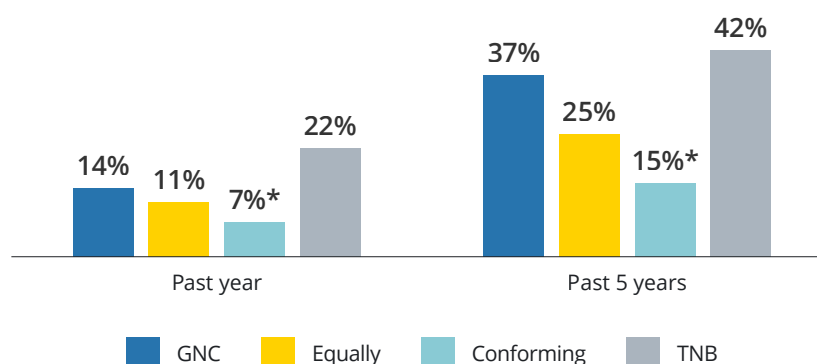


Note: *p-value less than 0.05 when comparing to GNC cisgender LGBTQ adults

Recent Discrimination

One in seven (14%) GNC cisgender LGBTQ employees reported experiencing at least one form of employment discrimination based on their sexual orientation in the past year, and 37% reported such experiences in the past five years. GNC cisgender LGBTQ employees were twice as likely as gender-conforming employees to report experiencing employment discrimination in the past year (14% vs. 7%) and the past five years (37% vs. 15%). There were no statistically significant differences between GNC cisgender LGBTQ employees and TNB employees.

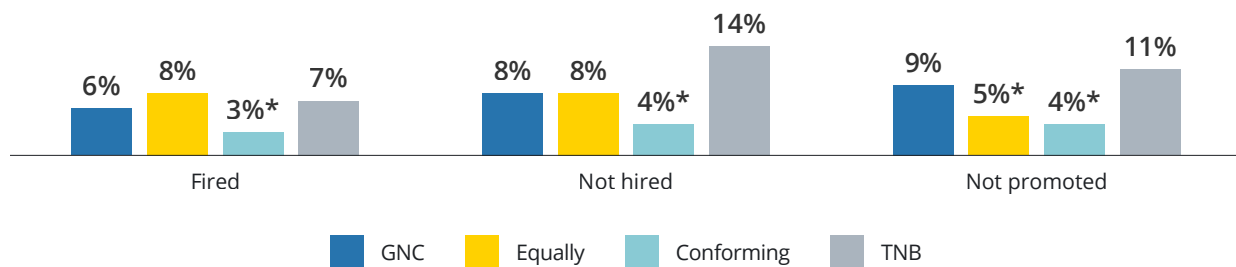
Figure 15. Recent experiences of workplace discrimination based on LGBTQ status among LGBTQ employees by gender conformity



Note: *p-value less than 0.05 when comparing to GNC cisgender LGBTQ adults

More specifically, 6% of GNC cisgender LGBQ employees reported being fired, 8% reported not being hired, and 9% reported being denied a promotion or other workplace opportunities based on their sexual orientation in the past year. GNC cisgender LGBQ employees were twice as likely as gender-conforming employees to report being fired (6% vs. 3%), not being hired (8% vs. 4%), or not being promoted (9% vs. 4%) in the past year. There were no statistically significant differences between GNC cisgender LGBQ employees and TNB employees.

Figure 16. Past-year experiences of workplace discrimination based on LGBTQ status among LGBTQ employees by gender conformity



Note: *p-value less than 0.05 when comparing to GNC cisgender LGBQ adults

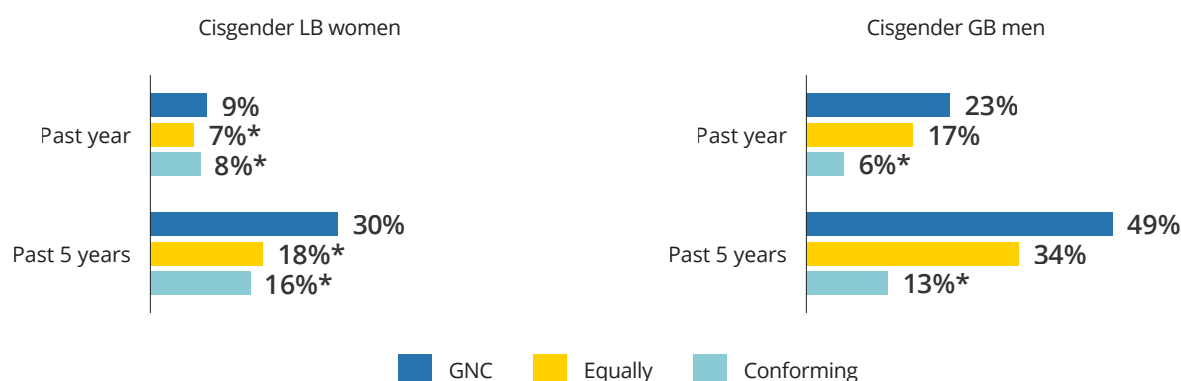
Differences in Recent Experiences of Discrimination Among Cisgender LGBQ Men and Women

Among cisgender LB women, GNC employees reported similar percentages of experiencing workplace discrimination in the past year (9%) as gender-conforming employees (8%) and employees who were equally conforming and nonconforming (7%). GNC LB women were more likely to report workplace discrimination (30%) in the past five years than gender-conforming LB employees (16%) and those who were equally conforming and nonconforming (18%).

Among cisgender GB men, GNC employees were almost four times as likely as gender-conforming employees to report workplace discrimination in the past year (23% vs. 6%). GNC GB employees were more than three times as likely to report discrimination in the past five years as gender-conforming GB employees (49% vs. 13%).

Comparing cisgender men and women, GNC GB men were more than twice as likely to report workplace discrimination in the past year as GNC LB women (23% vs. 9%). Gender-conforming GB men and LB women had similar percentages of reporting workplace discrimination (6% vs. 8%).

Figure 17. Recent experiences of workplace discrimination based on LGBTQ status among LGBTQ employees by gender conformity and gender

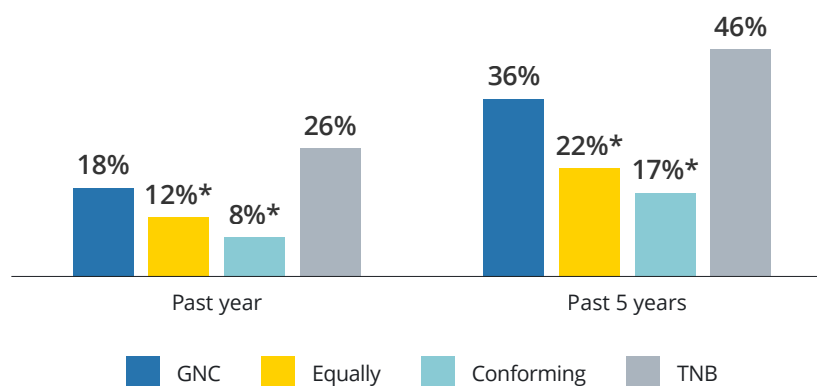


Note: *p-value less than 0.05 when comparing to GNC cisgender LGBTQ adults

Recent Harassment

Eighteen percent of GNC cisgender LGBTQ employees reported experiencing at least one form of harassment in the workplace based on their sexual orientation in the past year and 36% reported these experiences in the past five years. GNC cisgender LGBTQ employees were more than twice as likely as gender-conforming LGBTQ employees to report experiencing harassment in the past year (18% vs. 8%) and past five years (36% vs. 17%). GNC cisgender LGBTQ employees were also more likely than LGBTQ employees who were equally conforming and nonconforming to report such harassment in the past year (12%) and past five years (22%). There were no statistically significant differences between GNC cisgender LGBTQ employees and TNB employees.

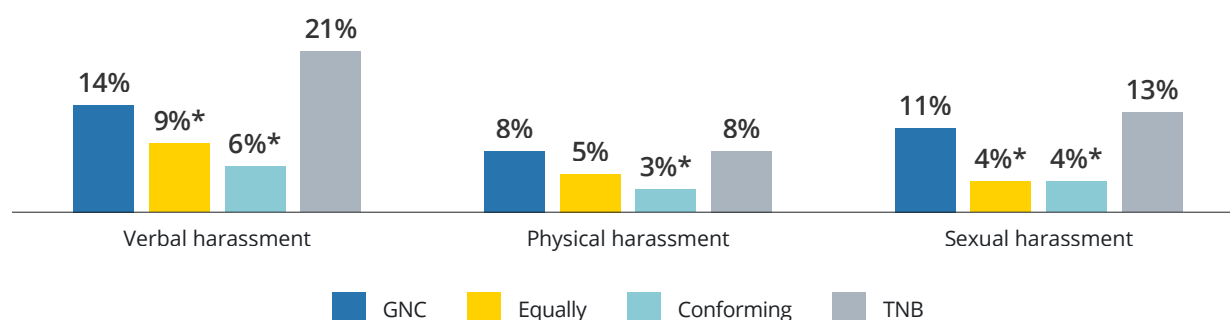
Figure 18. Recent experiences of workplace harassment based on LGBTQ status among LGBTQ employees by gender conformity



Note: *p-value less than 0.05 when comparing to GNC cisgender LGBTQ adults

More specifically, 14% of GNC cisgender LGBTQ employees reported verbal harassment, 8% reported physical harassment, and 11% reported sexual harassment in the past year. GNC cisgender LGBTQ employees were more likely than employees who were equally conforming and nonconforming to report verbal harassment (14% vs. 9%) and sexual harassment (11% vs. 4%) and more than twice as likely as gender-conforming employees to report verbal harassment (14% vs. 6%), physical harassment (8% vs. 3%), and sexual harassment (11% vs. 4%) in the past year. There were no statistically significant differences between GNC cisgender LGBTQ employees and TNB employees.

Figure 19. Past year experiences of workplace harassment based on LGBTQ status among LGBTQ employees by gender conformity



Note: *p-value less than 0.05 when comparing to GNC cisgender LGBTQ adults

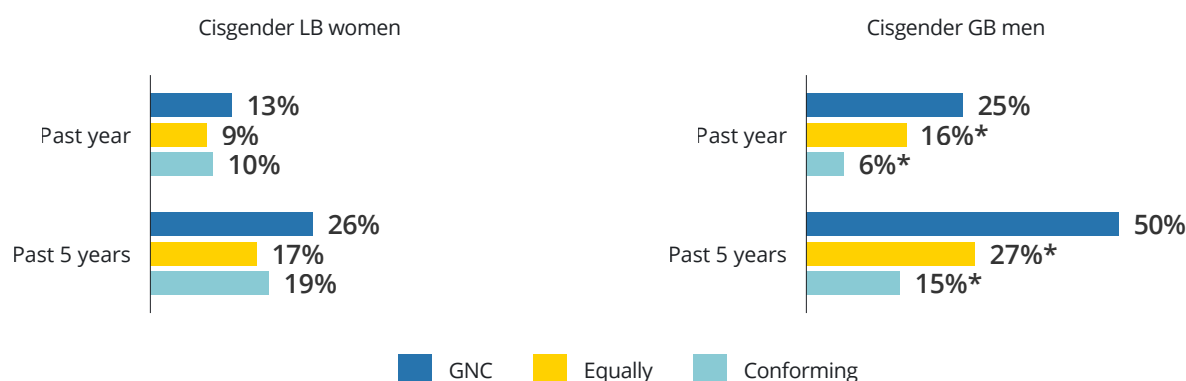
Differences in Recent Experiences of Harassment Among Cisgender LGBTQ Men and Women

Among cisgender LB women, 13% of GNC employees reported experiencing workplace harassment in the past year and 26% reported experiencing workplace harassment in the past five years.

Among cisgender GB men, GNC employees were four times as likely to report workplace harassment in the past year (25% vs. 6%) and more than three times as likely to report such harassment in the past five years (50% vs. 15%) compared to gender-conforming employees. GNC GB employees were also more likely than employees who were equally conforming and nonconforming to report workplace harassment in the past year (25% vs. 16%) and the past five years (50% vs. 27%).

Comparing cisgender men and women, GNC GB men were twice as likely to report workplace harassment in the past year as GNC LB women (25% vs. 13%).

Figure 20. Recent experiences of workplace harassment based on LGBTQ status among LGBTQ employees by gender conformity and gender



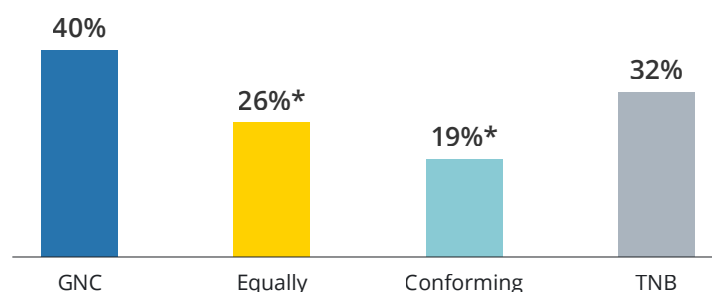
Note: *p-value less than 0.05 when comparing to GNC cisgender LGBTQ adults

Experiences at Current Job

Respondents were asked specifically about their experiences at their current job. Six in 10 GNC cisgender LGBTQ employees felt that their current workplace environment was somewhat or very supportive (60%) of LGBTQ people and felt satisfied (62%) with their current job. GNC cisgender LGBTQ employees were more likely than gender-conforming LGBTQ employees (19% vs. 10%) and twice as likely as LGBTQ employees who were equally conforming and nonconforming (19% vs. 9%) to find their current workplace environment unsupportive. These differences mirrored percentages of dissatisfaction among cisgender LGBTQ employees, with GNC employees being more likely than gender-conforming employees (21% vs. 13%) and twice as likely as employees who were equally conforming and nonconforming (21% vs. 11%) to express dissatisfaction with their current job.

At their current job, 40% of GNC cisgender LGBTQ employees reported one or more adverse workplace experiences related to their sexual orientation. By comparison, 19% of gender-conforming employees and 26% of employees who were equally conforming and nonconforming reported one or more adverse workplace experiences related to their sexual orientation. There was no statistically significant difference between GNC cisgender LGBTQ employees and TNB employees.

Figure 21. Adverse workplace experiences based on LGBTQ status among LGBTQ employees at current job by gender conformity

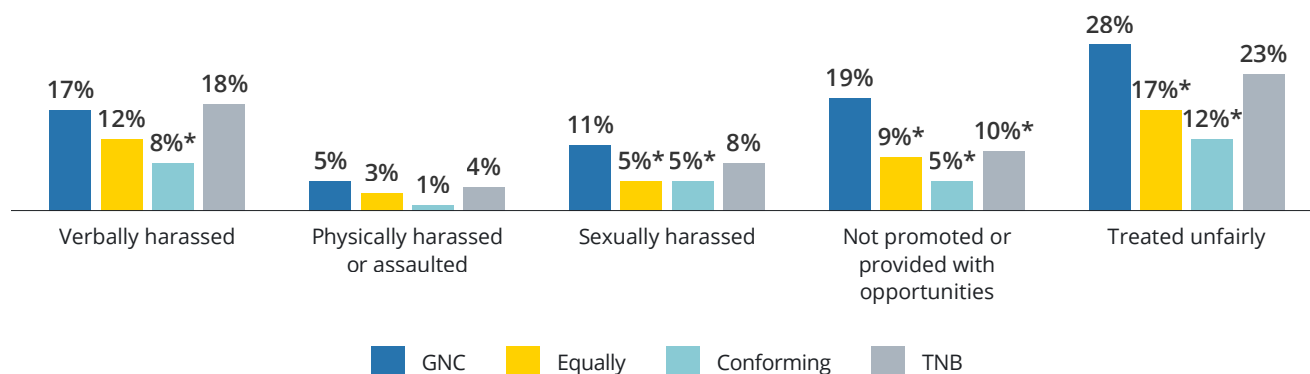


Note: *p-value less than 0.05 when comparing to GNC cisgender LGBTQ adults

More specifically, 28% of GNC cisgender LGBTQ employees reported being treated unfairly, 19% reported not being promoted or being denied other opportunities, 17% reported being verbally harassed, 11% reported being sexually harassed, and 5% reported being physically harassed or assaulted at their current job. GNC cisgender LGBTQ employees were twice as likely as gender-conforming employees to report being treated unfairly (28% vs. 12%), verbally harassed (17% vs. 8%), and sexually harassed (11% vs. 5%), and more than three times as likely to report not being promoted (19% vs. 5%). Similarly, GNC cisgender LGBTQ employees were twice as likely as employees who were equally conforming and nonconforming to report not being promoted (19% vs. 9%) and being sexually harassed (11% vs. 5%). Additionally, GNC cisgender LGBTQ employees were more likely than cisgender LGBTQ employees who were equally conforming and nonconforming to report being treated unfairly at work because of their sexual orientation (28% vs. 17%).

More GNC cisgender LGBTQ employees reported not being promoted at work because of their sexual orientation than TNB employees reported not being promoted because of their sexual orientation and/or gender identity (19% vs. 10%).

Figure 22. Adverse workplace experiences at current job based on LGBTQ status by gender conformity



Note: Statistical significance is not reported when n is less than 10. *p-value less than 0.05 when comparing to GNC cisgender LGBTQ adults

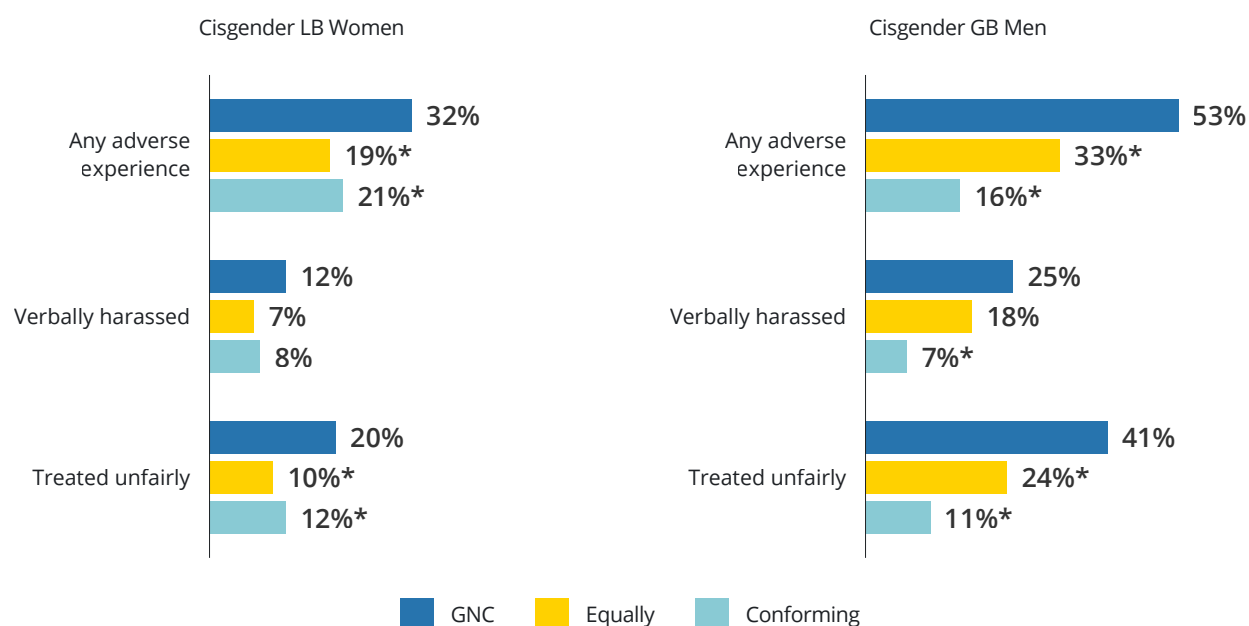
Looking at the experiences of cisgender LB women at their current job, 32% of GNC employees reported one or more adverse workplace experiences related to their sexual orientation, compared to 21% of gender-conforming employees and 19% of those who were equally conforming and nonconforming. One-fifth of GNC LB employees (20%) reported being treated unfairly at their current job, more than gender-conforming LB employees (12%) and twice as much as LB employees who were equally conforming and nonconforming (10%)

Similarly, among cisgender GB men at their current job, 53% of GNC employees reported one or more adverse workplace experiences related to their sexual orientation, including 41% who reported being treated unfairly and 25% who reported being verbally harassed. GNC GB employees were more than three times as likely as gender-conforming GB employees to report one or more adverse workplace experiences at their current job (53% vs. 16%), including being treated unfairly (41% vs. 11%) and verbally harassed (25% vs. 7%). By comparison, 33% of GB employees who were equally conforming and

nonconforming reported one or more adverse workplace experiences and 24% specifically reported being treated unfairly.

Comparing cisgender men and women, GB men were more likely than LB women to report one or more adverse workplace experiences (53% vs. 32%). More specifically, GB men were twice as likely as LB women to report being treated unfairly (41% vs. 20%) and verbally harassed (25% vs. 12%).

Figure 23. Adverse workplace experiences at current job based on LGBTQ status by gender conformity and gender



Note: Statistical significance is not reported when n is less than 10. *p-value less than 0.05 when comparing to GNC cisgender LGBTQ adults

Avoiding and Addressing Discrimination and Harassment

LGBTQ employees often take steps to avoid experiencing discrimination and harassment³¹ and may conceal their sexual orientation and/or gender identity at work, avoid talking about their personal lives with coworkers, and change their appearance to conform to gender norms. Engaging in these behaviors, sometimes referred to as “covering,” can be a source of stress for LGBTQ people and negatively impact their health and well-being.³²

³¹ Mallory, C. & Sears, B. (2020) *LGBTQ Discrimination, Subnational Public Policy, and Law in the United States*, OXFORD RES. ENCYC. POL.

³² Ilan H. Meyer, *Prejudice, Social Stress, and Mental Health in Lesbian, Gay, and Bisexual Populations: Conceptual Issues and Research Evidence*, 129 PSYCH. BULL. 674 (2003), doi:10.1037/0033-2909.129.5.674; Kenji Yoshino, *Covering*, 111 YALE L.J. 769 (2001).

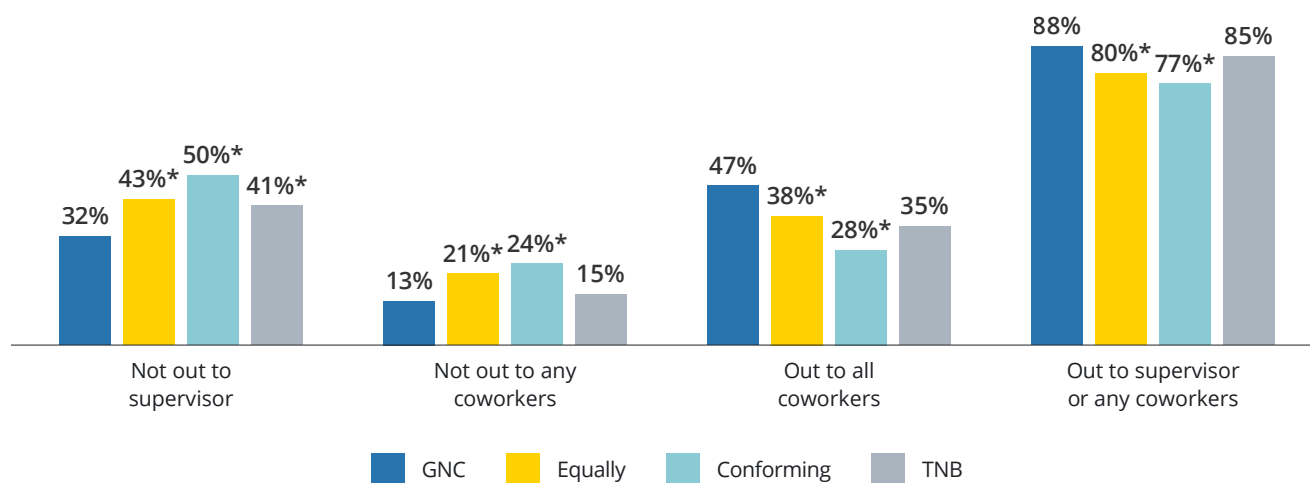
Outness

I didn't have much open harassment because I didn't feel comfortable coming out at work, but I think they definitely knew. Some coworkers also made "subtle" attempts to get me to confirm my sexuality. I never felt safe doing it because of the environment and the treatment of others who had come out.

— GNC Asian-American bisexual woman from North Carolina

GNC cisgender LGBTQ employees were the most likely to report being out to at least a few coworkers and/or their supervisor (88%), compared to gender-conforming cisgender LGBTQ employees (77%) and those who were equally conforming and nonconforming (80%). Almost one third (32%) of GNC cisgender LGBTQ employees reported not being out as LGBTQ to their supervisor, which is less than gender-conforming cisgender LGBTQ employees (50%), those who are equally conforming and nonconforming (43%), and TNB employees (41%). One in eight (13%) GNC cisgender LGBTQ employees reported that they are not out to any coworkers, and 47% reported that they were out to all their coworkers. By comparison, about one-quarter (24%) of gender-conforming employees and one-fifth (21%) of those who were equally conforming and nonconforming reported not being out to any coworkers, while 28% of gender-conforming employees and 38% of those who were equally conforming and nonconforming reported being out to all their coworkers. That GNC cisgender LGBTQ employees were more likely than their gender-conforming and equally conforming and nonconforming counterparts to be out to coworkers and/or their supervisor may, in part, explain why GNC employees reported higher percentages of discrimination and harassment than more conforming employees across almost all measures included in the survey.

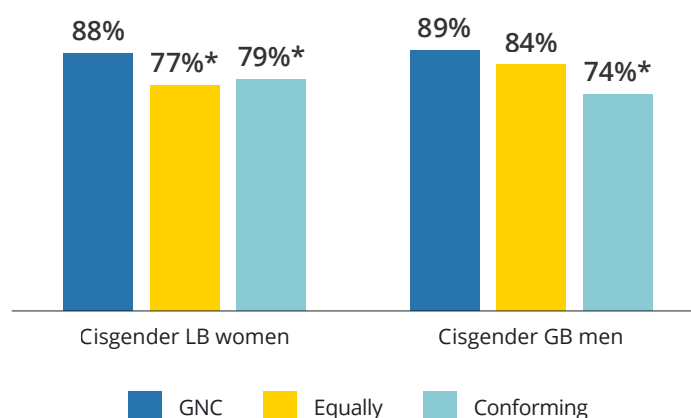
Figure 24. Out at work at current job among LGBTQ employees by gender conformity



Note: *p-value less than 0.05 when comparing to GNC cisgender LGBTQ adults

Focusing on outness among cisgender LB women, most (88%) GNC employees reported being out as LGBTQ to at least a few coworkers and/or their supervisor, which is more than gender-conforming employees (79%) and those who were equally conforming and nonconforming (77%). Similarly, among cisgender GB men, GNC employees were more likely than gender-conforming employees to report being out to their supervisor or any of their coworkers (89% vs. 74%). There was no statistically significant difference between GNC LB women and GNC GB men in terms of outness.

Figure 25. Out at work to supervisor or any coworkers at current job among cisgender LGBTQ employees by gender conformity and gender



Note: *p-value less than 0.05 when comparing to GNC cisgender LGBTQ adults

Not being out, in full or in part, is a way that many employees protect themselves from discrimination and harassment. Prior Williams Institute research has shown that LGBTQ employees who were out to at least a few coworkers and/or their supervisor were three times as likely to report experiencing discrimination (39% vs. 12%) and more than twice as likely to report harassment (42% vs. 17%) because of their sexual orientation and/or gender identity compared to LGBTQ employees who were not out to anyone at work.³³ However, for cisgender employees who are gender nonconforming, not being out may not be possible given their gender expression and stereotypes of LGBTQ people.

Covering

LGBTQ people and others with marginalized identities often adjust their behavior and conduct in order to avoid bringing attention to a stigmatized trait—a process that has been called “covering” by law professor Kenji Yoshino.³⁴ LGBTQ people who are open about their sexual orientation and gender identity may still engage in covering behaviors in order to minimize their LGBTQ identity.³⁵

Many GNC cisgender LGBTQ employees reported engaging in covering behaviors at their current jobs to avoid harassment or discrimination related to their sexual orientation. GNC cisgender LGBTQ employees were more likely to report engaging in covering behaviors at work compared to gender-conforming employees (66% vs. 55%). There was no statistically significant difference between GNC cisgender LGBTQ employees and TNB employees.

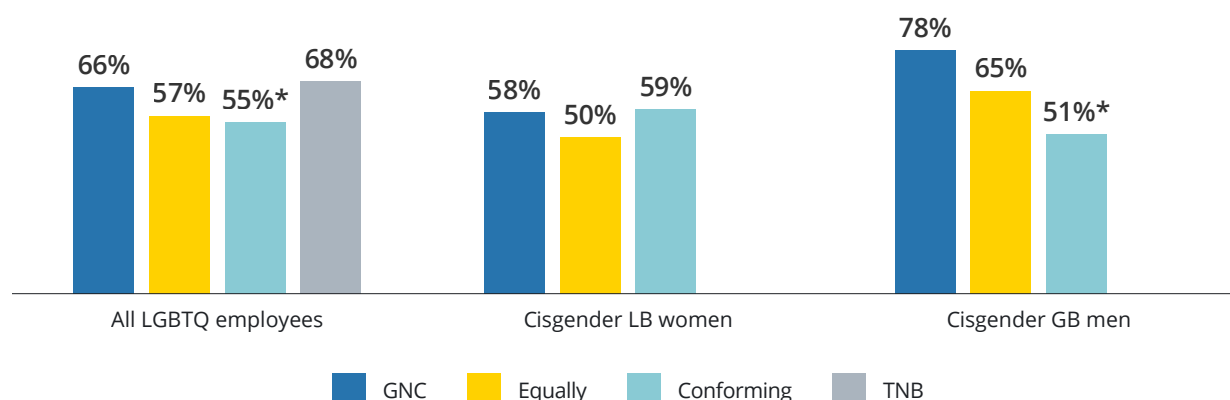
Looking at cisgender employees by gender, GNC GB men were more likely to report engaging in covering behaviors than gender-conforming GB men (78% vs. 51%), GNC LB women (78% vs. 58%), and gender-conforming LB women (78% vs. 59%).

³³ Sears, B., Castleberry, N.M., Lin, A., & Mallory, C. (2024). LGBTQ People’s Experiences of Workplace Discrimination and Harassment. The Williams Institute, UCLA School of Law, Los Angeles, California. <https://williamsinstitute.law.ucla.edu/wp-content/uploads/Workplace-Discrimination-Aug-2024.pdf>.

³⁴ Kenji Yoshino, *Covering*, Yale L. J. 837 (2001). Covering is not necessarily the same as concealing LGBTQ status.

³⁵ *Id.* at 838.

Figure 26. Covering behaviors among LGBTQ employees by gender conformity

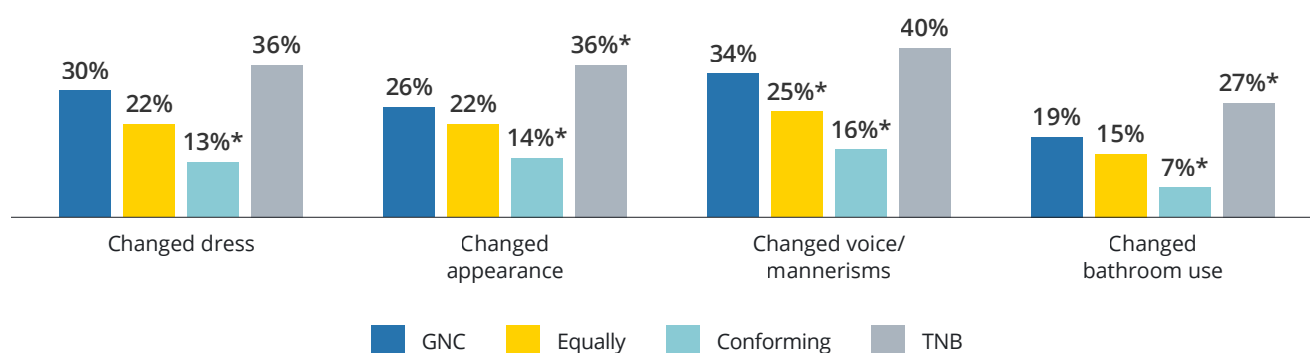


Note: *p-value less than 0.05 when comparing to GNC cisgender LGBTQ adults

More specifically, GNC cisgender LGBTQ employees reported changing how they presented themselves at work, including 34% who reported changing their voice or mannerisms; 30% who reported changing how they dressed; 26% who changed their physical appearance; and 19% who reported changing where, when, or how frequently they used the bathroom. GNC cisgender LGBTQ employees were twice as likely as gender-conforming employees to report changing their voice and mannerisms (34% vs. 16%), how they dressed (30% vs. 13%), their appearance (26% vs. 14%), and their bathroom usage (19% vs. 7%) at work. Additionally, GNC cisgender LGBTQ employees were more likely to report that they changed their voice or mannerisms at work than employees who were equally conforming and nonconforming (34% vs. 25%).

Conversely, when compared to TNB employees, GNC cisgender LGBTQ employees were less likely to report changing their appearance (26%) and their bathroom usage (19%) at work to avoid sexual orientation discrimination than TNB employees were to report changing their appearance (36%) and their bathroom usage (27%) to avoid sexual orientation and/or gender identity discrimination.

Figure 27. Covering behaviors related to appearance and bathroom use at work among LGBTQ employees by gender conformity



Note: *p-value less than 0.05 when comparing to GNC cisgender LGBTQ adults

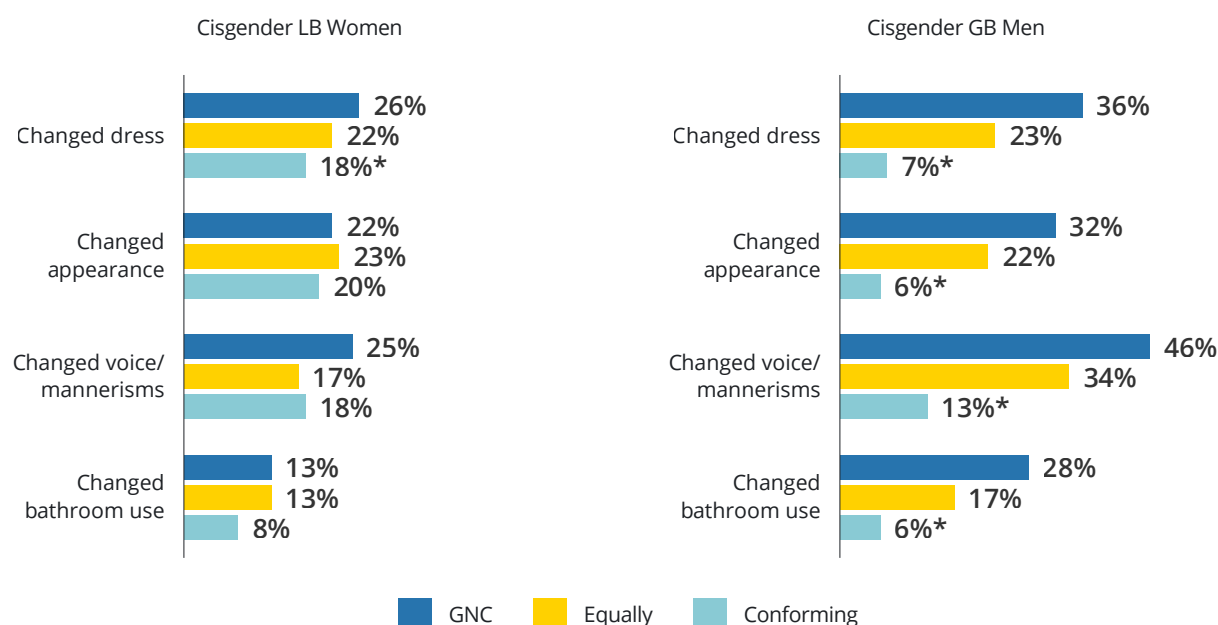
Looking at covering behaviors among cisgender LB women, 26% GNC employees reported changing how they dressed, 25% reported changing their voice or mannerisms, 22% changed their physical appearance,

and 13% reported changing where, when, or how frequently they used the bathroom. GNC LB women were more likely to report changing how they dressed at work than gender-conforming LB women (26% vs. 18%).

Among cisgender GB men, GNC employees were three to five times as likely as gender-conforming employees to report changing their voice and mannerisms (46% vs. 13%), how they dressed (36% vs. 7%), their appearance (32% vs. 6%), and their bathroom usage (28% vs. 6%) at work.

Comparing cisgender men and women, GNC GB men were more likely to report changing their voice or mannerisms (46% vs. 25%) and twice as likely to report changing their bathroom usage (28% vs. 13%), compared to GNC LB women.

Figure 28. Covering behaviors related to appearance and bathroom use at work among LGBTQ employees by gender conformity and gender



Note: *p-value less than 0.05 when comparing to GNC cisgender LGBTQ adults

According to the write-in responses, some GNC employees were explicitly pressured by others at work to change their dress, appearance, voice, or mannerisms to be more gender conforming. Examples of these responses included:

People kept telling me that I look and act too much like a man.

— GNC white lesbian from Michigan

I was told that my mannerisms were too feminine and I needed to walk with my hands in my pocket.

— GNC White gay man from Florida

I was sent home because I had painted nails and a “flamboyant” outfit.

— GNC Latino gay man from California

I was name-called and forced to do things that align with a different identity based on how I dressed. I've been called slurs a lot.

— GNC white bisexual woman from Arkansas

While employed at a Residential Treatment Facility as an intake counselor, I was informed that I needed to make sure I "toned it down."

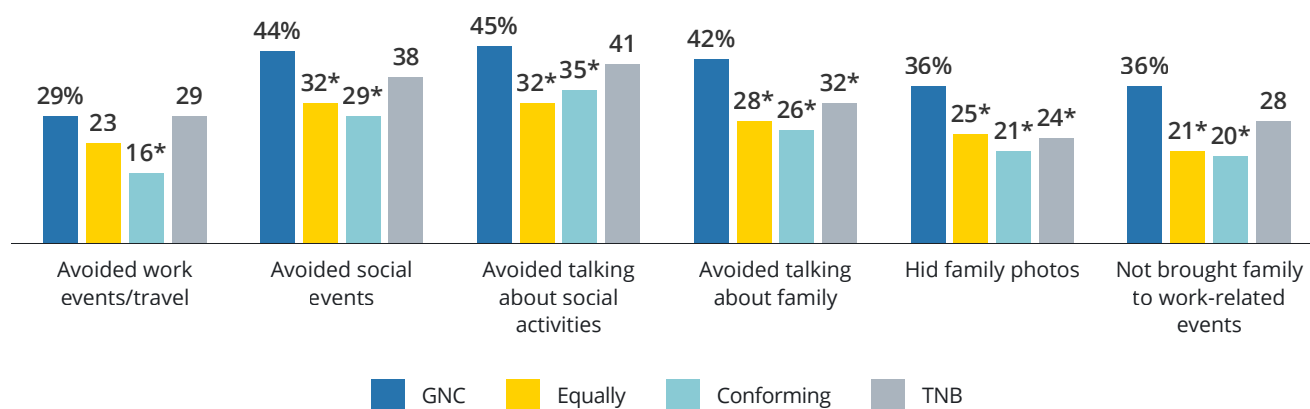
— An equally conforming and nonconforming white gay man from Florida

To avoid discrimination and harassment based on their sexual orientation, 29% of GNC cisgender LGBTQ employees reported avoiding work events and travel, 44% reported avoiding work-related social events, and 45% reported avoiding conversations about their social activities outside of work with coworkers. GNC cisgender LGBTQ employees were more likely than gender-conforming LGBTQ employees to avoid workplace events and travel (29% vs. 16%), social events (44% vs. 29%), and talking about social activities (45% vs. 35%). GNC cisgender LGBTQ employees were also more likely than LGBTQ employees who were equally conforming and nonconforming to avoid workplace social events (44% vs. 32%) and talking about social activities (45% vs. 32%).

Many GNC cisgender LGBTQ employees also avoided talking about their families or bringing them to work events to avoid discrimination and harassment. Forty-two percent of GNC cisgender LGBTQ employees reported avoiding talking about their family at work and more than one-third reported hiding family photos (36%) and not bringing family members to work-related events (36%). GNC cisgender LGBTQ employees were more likely than gender-conforming LGBTQ employees to avoid talking about their family (42% vs. 26%), hide family photos (36% vs. 21%), and not bring family members to work events (36% vs. 20%). GNC cisgender LGBTQ employees were also more likely than LGBTQ employees who were equally conforming and nonconforming to avoid talking about their family (42% vs. 28%), hide family photos (36% vs. 25%), and not bring family members to work events (36% vs. 21%).

GNC cisgender LGBTQ employees were more likely to avoid talking about their family (42%) and to hide family photos (36%) to avoid sexual orientation discrimination than TNB employees were to avoid talking about their family (32%) and hiding family photos (24%) to avoid sexual orientation discrimination and/or gender identity discrimination.

Figure 29. Covering behaviors related to work activities and hiding personal lives by gender conformity



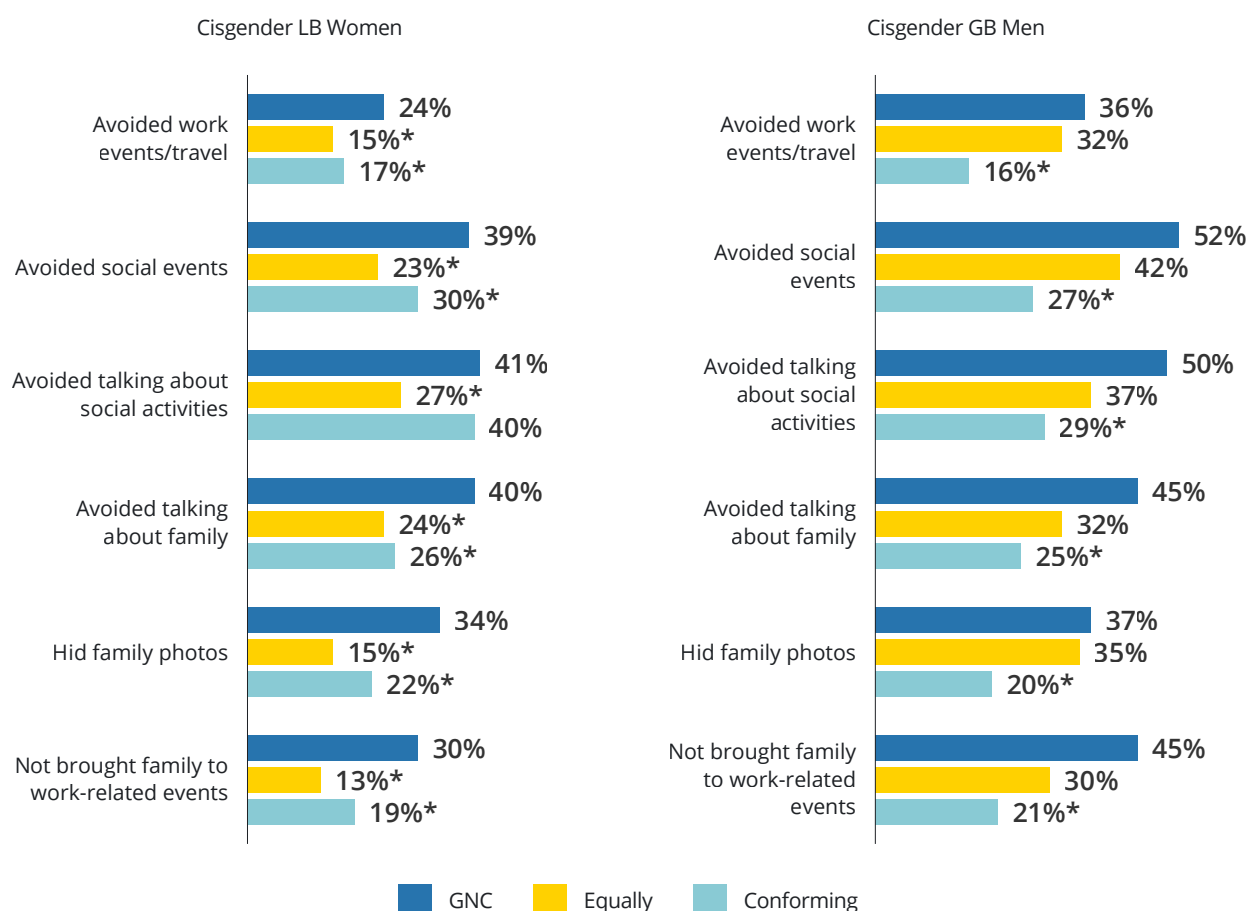
Note: *p-value less than 0.05 when comparing to GNC cisgender LGBTQ adults

With respect to covering behaviors among cisgender LB women related work activities, GNC LB employees were more likely than LB employees who were equally conforming and nonconforming to avoid workplace events and travel (24% vs. 15%), avoid workplace social events (39% vs. 23%), avoid talking about social activities (41% vs. 27%), avoid talking about their family (40% vs. 24%), hide family photos (34% vs. 15%), and not bring family members to work events (30% vs. 13%). GNC LB employees were also more likely than gender-conforming LB employees to avoid workplace events and travel (24% vs. 17%), avoid social events (39% vs. 30%), avoid talking about their family (40% vs. 26%), hide family photos (34% vs. 22%), and not bring family members to work events (30% vs. 19%).

Among cisgender GB men, GNC GB employees were more likely than gender-conforming GB employees to avoid workplace events and travel (36% vs. 16%), avoid social events (52% vs. 27%), avoid talking about social activities (50% vs. 29%), avoid talking about their family (45% vs. 25%), hide family photos (37% vs. 20%), or not bring family members to work events (45% vs. 21%).

Among GNC cisgender employees, GB men were more likely than LB women to report not bringing family members to work events (45% vs. 30%).

Figure 30. Covering behaviors related to work activities and hiding personal lives by gender conformity and gender



Note: *p-value less than 0.05 when comparing to GNC cisgender LGBQ adults

Impact of Discrimination and Harassment on Employee Retention

*My boss called me and a customer “fairy f*gs” because I’m very fluid and can have the “gay voice,” so ... I quit. He said I was an abomination and needed to be genocided like the Jews ... He said that in the eyes of God, we were to be drawn and quartered.*

— An equally conforming and nonconforming Latino bisexual man from Texas

To put it as simply as possible, I’m a young African American woman who has been sexualized, belittled, harassed, made fun of, stereotyped, and made to feel unsafe by superiors ... solely [because] of my skin color and gender. They have done everything in their power to break me down so bad that I’d have no choice but to leave ... I left that place a shell of a person.

— An equally conforming and nonconforming Afro-Latina bisexual woman from North Carolina

I am a slender female, but I choose to dress in more masculine attire. I was sexually harassed by a coworker, who is an older man, and he asked in the most disgusting tone to come around his location more often to talk, and so that he could see me. After I rejected his advances, he would come around to my location to stand behind me when I would bend over or [was] just minding my business. My boss was oblivious and caught up in work to notice my discomfort, and they were also close friends. So I chose to leave my job in fear for my safety...

— GNC Latina lesbian from California

Discrimination and harassment, or fear of those experiences, negatively affects the well-being of employees, which, in turn, can negatively impact employers.³⁶ Decades of research have linked unsupportive workplace environments for LGBTQ people to poorer health, decreased job satisfaction, and decreased job commitment, among other negative outcomes.³⁷

Nearly half (48%) of GNC cisgender LGBQ employees reported leaving a job at some point in their lives because of how they were treated by their employer based on their sexual orientation; more than half reported looking for other jobs because of how they were personally treated by their employer based on their LGBTQ status (53%) or due to their workplace environment being unsupportive of LGBTQ people (54%). GNC cisgender LGBQ employees were more likely than gender-conforming LGBQ employees to have left a job (48% vs. 26%) or looked for a job because of how they were treated by their employer (53% vs. 29%) or looked for a job due to the workplace environment for LGBTQ people (54% vs. 33%). GNC cisgender LGBQ employees were also more likely to have left a job due to personal treatment or looked for a job due to such treatment or due to the workplace environment than LGBQ employees who were equally conforming and nonconforming (35%, 30%, and 36%, respectively).

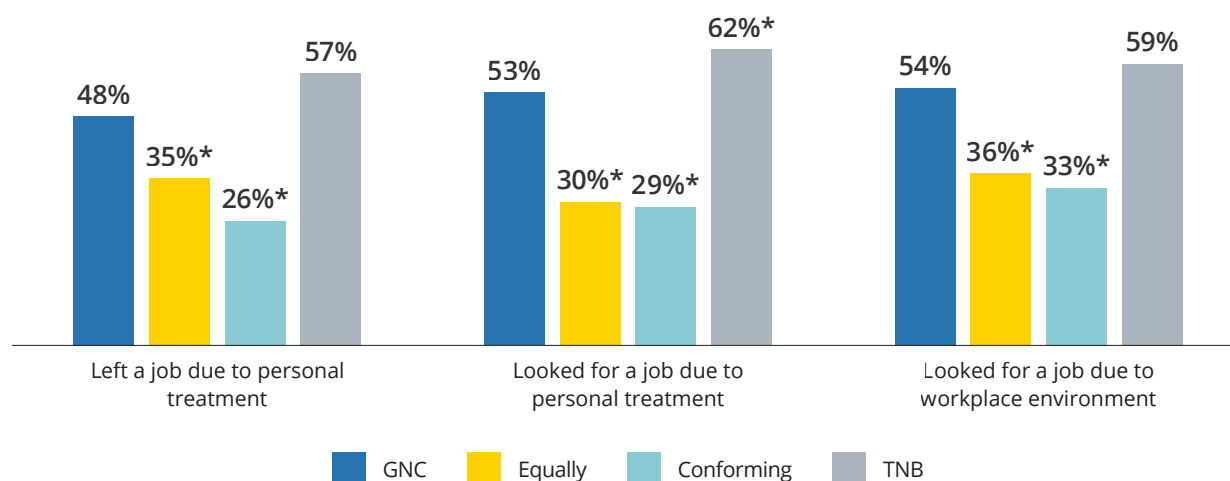
Conversely, GNC cisgender LGBQ employees were less likely to report that they had ever looked for a job because of how they were treated by their employer based on their sexual orientation (53%) than TNB

³⁶ See, e.g., M.V. Lee Badgett et al., Williams Inst., The Business Impact of LGBT-Supportive Workplace Policies (2013), <https://williamsinstitute.law.ucla.edu/wp-content/uploads/Impact-LGBT-Support-Workplace-May-2013.pdf>. These employee outcomes can have economic consequences for employers.

³⁷ *Id.*

employees were to report that they had ever looked for a job because of how they were treated by their employer based on their sexual orientation and/or gender identity (62%).

Figure 31. Impact of discrimination and unsupportive environments for LGBTQ people on lifetime employee retention among LGBTQ employees by gender conformity



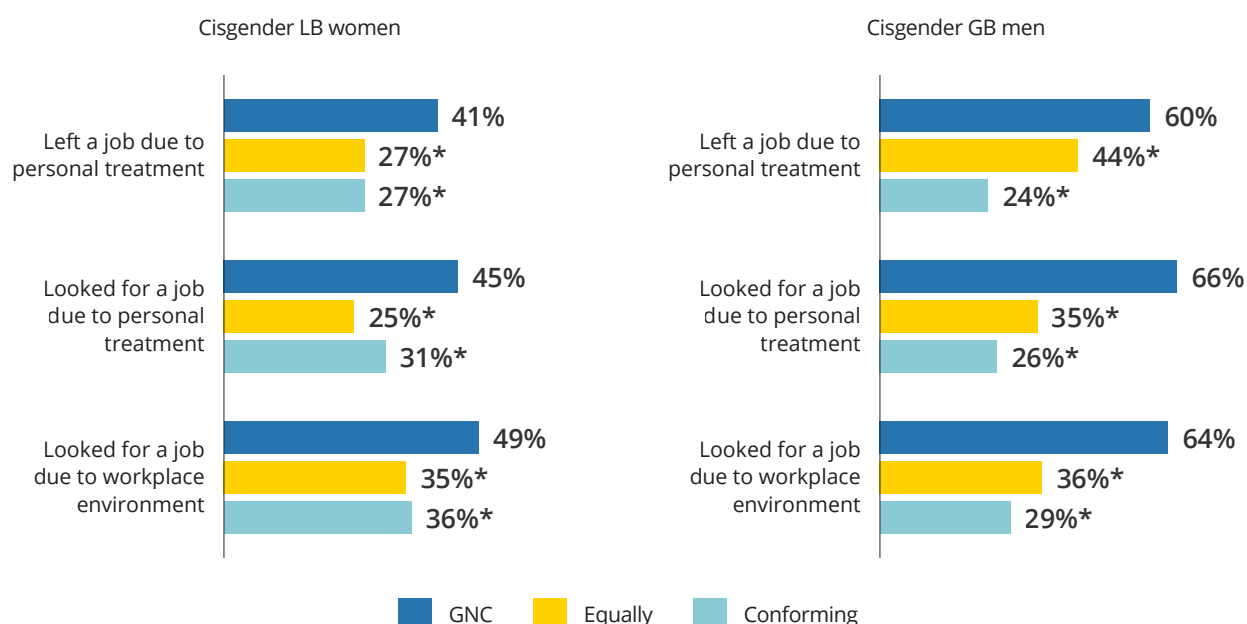
Note: *p-value less than 0.05 when comparing to GNC cisgender LGBTQ adults

Focusing on lifetime employee retention among cisgender LB women, GNC employees were more likely than gender-conforming employees to report leaving a job due to personal treatment (41% vs. 27%) or looking for a job due to such treatment (45% vs. 31%) or due to the workplace environment (49% vs. 36%). GNC LB employees were also more likely than LB employees who were equally conforming and nonconforming to report leaving a job due to personal treatment (41% vs. 27%) or looking for a job because of how they were treated by their employer (45% vs. 25%) or due to the workplace environment (49% vs. 35%).

Among cisgender GB men, GNC employees were more than twice as likely as gender-conforming employees to report leaving a job due to personal treatment (60% vs. 24%) or looking for a job due to such treatment (66% vs. 26%) or due to the workplace environment (64% vs. 29%). GNC GB employees were also more likely than employees who were equally conforming and nonconforming to report leaving a job due to personal treatment (60% vs. 44%) or looking for a job because of how they were treated by their employer (66% vs. 35%) or due to the workplace environment (64% vs. 36%).

Comparing cisgender men and women, GNC GB men were more likely than GNC LB women to report leaving a job due to personal treatment (60% vs. 41%) or looking for a job because of such treatment (66% vs. 45%) or due to the workplace environment (64% vs. 49%). Similarly, GNC GB men were twice as likely as gender-conforming LB women to report leaving a job (60% vs. 27%) or looking for a job (66% vs. 31%) due to how they were treated. GNC men were also more likely than gender-conforming LB women to report looking for a job due to the workplace environment (64% vs. 36%).

Figure 32. Impact of discrimination and unsupportive environments for LGBTQ people on lifetime employee retention among LGBTQ employees by gender conformity and gender

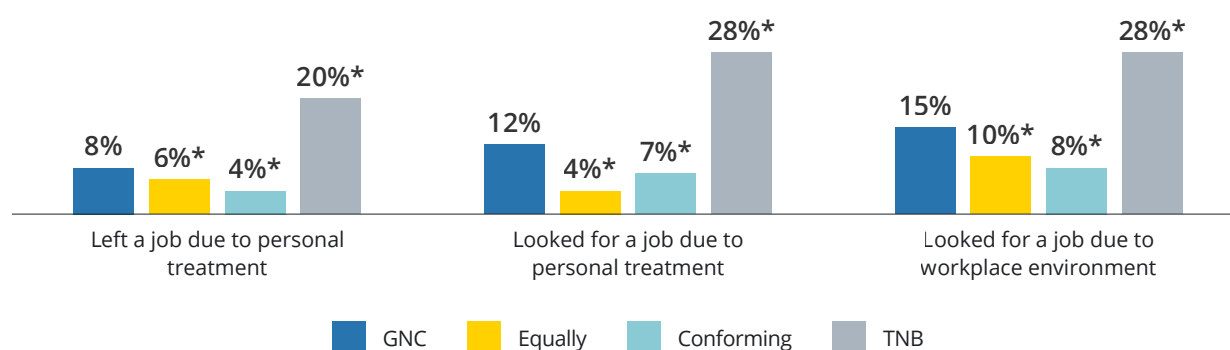


Note: *p-value less than 0.05 when comparing to GNC cisgender LGBTQ adults

In the past year, 8% of GNC cisgender LGBTQ employees reported that they left a job because of how they were treated due to their LGBTQ status, 12% reported looking for a job due to such treatment, and 15% reported looking for a job due to their workplace being unsupportive of LGBTQ people in general. GNC cisgender LGBTQ employees were twice as likely as gender-conforming LGBTQ employees to have left a job (8% vs. 4%) or looked for a job due to personal mistreatment (12% vs. 7%) or looked for a job due to the workplace environment (15% vs. 8%) in the past year. GNC cisgender LGBTQ employees were also more likely to have left a job or looked for a job because of how they were treated by their employer or looked for a job due to the workplace environment in the past year than LGBTQ employees who were equally conforming and nonconforming (6%, 4%, and 10%, respectively).

Conversely, in the past year, GNC cisgender LGBTQ employees were half as likely to report that they had left a job (8%) or looked for a job (12%) due to personal treatment based on their sexual orientation, than TNB employees were to report that they had left a job (20%) or looked for a job (28%) due to personal treatment based on their sexual orientation and/or gender identity. GNC cisgender LGBTQ employees were also half as likely as TNB employees to report that they had looked for a job in the past year because of the general workplace environment for LGBTQ people (15% vs. 28%).

Figure 33. Impact of discrimination and unsupportive environments for LGBTQ people on past-year employee retention by gender conformity



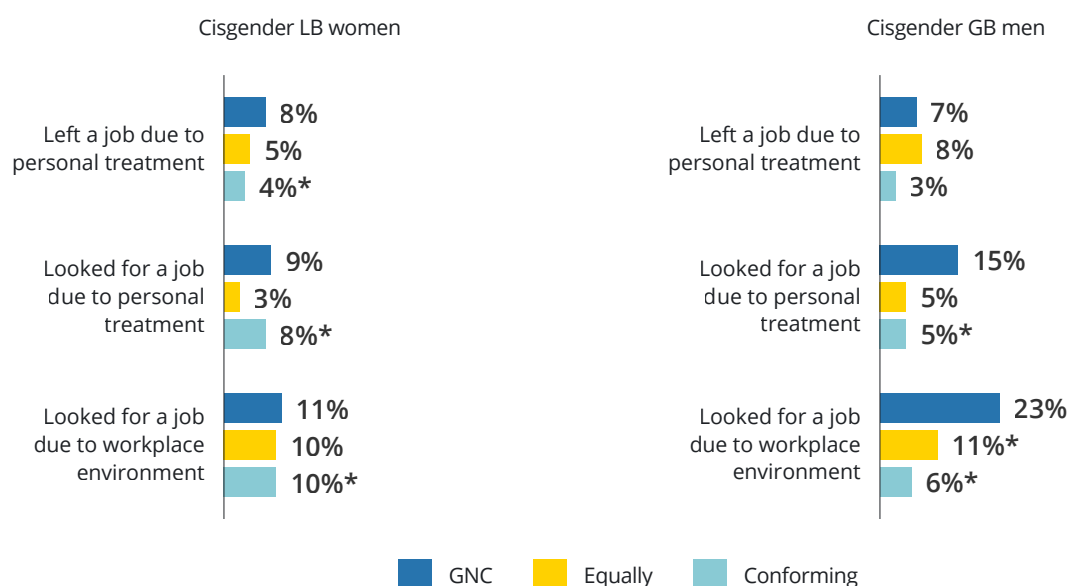
Note: *p-value less than 0.05 when comparing to GNC cisgender LGBTQ adults

Looking at past-year employee retention among cisgender LB women, 8% of GNC employees reported leaving a job due to personal treatment, 9% reported looking for a job due to personal treatment, and 11% reported looking for a job due to their workplace being unsupportive of LGBTQ people in general within the past year. By comparison, in the past year, 4% of gender-conforming LB employees reported that they left a job due to personal treatment, 8% reported looking for a job due to personal treatment, and 10% reported looking for a job due to their workplace being unsupportive of LGBTQ people in general.

Among cisgender GB men, 7% of GNC employees reported leaving a job due to personal treatment, 15% reported looking for a job due to personal treatment, and 23% reported looking for a job due to their workplace environment in the past year. GNC GB employees were three times as likely as gender-conforming employees to have looked for a job due to personal treatment (15% vs. 5%) or due to the workplace environment (23% vs. 6%) in the past year. GNC GB employees were also twice as likely to have looked for a job in the past year compared to GB employees who were equally conforming and nonconforming (23% vs. 11%).

There was no statistically significant difference between GNC LB women and GNC GB men in terms of leaving jobs or looking for other jobs.

Figure 34. Impact of discrimination and unsupportive environments for LGBTQ people on past-year employee retention by gender conformity and gender

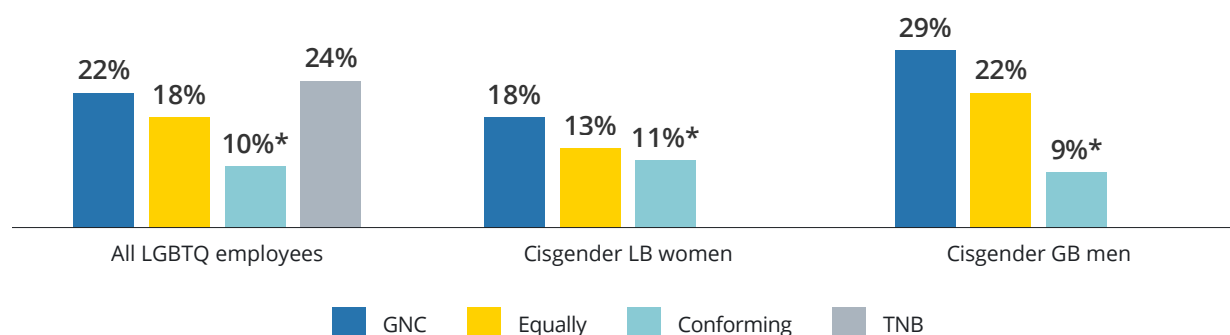


Note: Statistical significance is not reported when n is less than 10. *p-value less than 0.05 when comparing to GNC cisgender LGBTQ adults

When asked about their current jobs, GNC cisgender LGBTQ employees were twice as likely as gender-conforming employees to report that they considered leaving their job due to an unsupportive workplace environment (22% vs. 10%). Among GNC cisgender LGBTQ employees who were considering leaving their current job, three-fourths (76%) reported that they had already taken steps towards finding another job. There were no statistically significant differences between GNC cisgender LGBTQ employees and TNB employees.

GNC employees were also more likely than gender-conforming employees to consider leaving their current job due to an unsupportive workplace environment among both cisgender LB women (18% vs. 11%) and cisgender GB men (29% vs. 9%). There was no statistically significant difference between GNC LB women and GNC GB men.

Figure 35. Impact of current unsupportive workplace environment for LGBTQ people on LGBTQ employees by gender conformity



Note: *p-value less than 0.05 when comparing to GNC cisgender LGBQ adults

Conclusion

GNC cisgender LGBTQ employees face high levels of discrimination and harassment in the workplace—over six in 10 GNC cisgender LGBTQ employees reported experiencing some form of employment discrimination or harassment based on their sexual orientation at some point in their lives. This discrimination and harassment are ongoing. Within the past year, 14% of GNC cisgender LGBTQ employees reported that they had been fired, not hired, or not promoted because of their sexual orientation, and 18% reported they experienced at least one form of harassment at work.

Many GNC cisgender LGBTQ employees are not fully out in the workplace, and many are actively engaged in covering behaviors (such as changing their dress or appearance) to hide or downplay their sexual orientation. One-third (32%) of GNC cisgender LGBTQ employees reported that they are not out as LGBTQ to their current supervisor, and 13% reported that they are not out to any of their coworkers. Two-thirds (66%) of GNC cisgender LGBTQ employees reported changing how they presented themselves at work or avoiding discussions about their lives and their families in the workplace to avoid discrimination and harassment.

Experiences of discrimination and harassment, as well as unsupportive workplace environments, may be leading many GNC cisgender LGBTQ employees to leave, or consider leaving, their jobs. Almost half (48%) of GNC cisgender LGBTQ employees reported that they left a job at some point in their lives because of how they were treated by their employer based on their sexual orientation.

Along most measures, GNC cisgender LGBTQ employees reported higher percentages of adverse workplace experiences compared to gender-conforming cisgender LGBTQ employees and cisgender LGBTQ employees who were equally conforming and nonconforming. Additionally, among GNC cisgender LGBTQ employees, GB men were often found to report higher percentages of adverse workplace experiences compared to LB women, including being more likely to experience discrimination or harassment in their lifetime (72% vs. 55%) and twice as likely to experience discrimination (23% vs. 9%) and harassment (25% vs. 13%) within the past year. The findings in this report suggest that further research should be conducted to understand those differences.

These findings suggest that employers need to pay specific attention to the workplace experiences of GNC cisgender LGBTQ employees. Individual reports of discrimination by GNC cisgender LGBTQ employees indicate that more robust protections, including monitoring and enforcement, are needed to ensure that GNC cisgender LGBTQ people are fully protected from discrimination and harassment in the workplace.

Authors

Neko Michelle Castleberry, Ph.D., is a Research Data Analyst at the Williams Institute.

Brad Sears, J.D., is the Rand Schrader Distinguished Scholar of Law and Policy at the Williams Institute. He is also the Associate Dean of Public Interest Law at UCLA Law.

Acknowledgements

The authors would like to thank our respondents for taking the time to share their thoughts and experiences with us. This report would not be possible without them.

In addition, the authors thank Andy Lin, Supervisor of the Statistical Methods and Data Analytics group at the UCLA Office of Advanced Research Community, for his assistance with data analysis. We also thank Christy Mallory, Roberta A. Conroy Executive Director and Legal Director of the Williams Institute, and Laurel Sprague, Research Director and Blachford/Cooper Distinguished Scholar at the Williams Institute, for their thoughtful reviews and feedback on this paper.

Suggested Citation

Castleberry, N. M., & Sears, B. (2026). *Workplace experiences of gender-nonconforming LGBTQ employees*. Williams Institute, UCLA School of Law.

ABOUT THE WILLIAMS INSTITUTE

The Williams Institute is dedicated to conducting rigorous, independent research on sexual orientation and gender identity law and public policy. A think tank at UCLA Law, the Williams Institute produces high-quality research with real-world relevance and disseminates it to judges, legislators, policymakers, media, and the public. These studies can be accessed at the Williams Institute website.

FOR MORE INFORMATION

The Williams Institute, UCLA School of Law
williamsinstitute@law.ucla.edu
williamsinstitute.law.ucla.edu

RESEARCH THAT MATTERS



Appendix

Methods

The Employment Experiences Survey Wave II was an anonymous cross-sectional survey conducted between July 12 and July 21, 2023, with 1,902 LGBTQ adults ages 18 and up who were currently in the workforce. Participants were selected by Morning Consult from the Lucid and Pure Spectrum survey panels.³⁸ Using screening questions provided by the Williams Institute, panelists were screened on sex assigned at birth, gender identity, sexual orientation identity, and workforce participation and job type to recruit sexual and gender minority participants. In addition, we aimed to survey at least 100 LGBTQ people in each of the six regions identified in Figure 6 above (response numbers by region ranged from 107 in the Rocky Mountain region to 517 in the Southeast). Eligible panelists reviewed an information sheet before opting to participate in an online English language survey.

The Employment Experiences Survey Wave II was largely based on Employment Experiences Survey Wave I.³⁹ This survey was developed primarily to gather data about experiences of harassment and discrimination among LGBTQ workers. Where possible, survey questions were modeled on prior questions used to assess employment discrimination and efforts to avoid discrimination. For example, some employment discrimination questions were informed by the Williams Major Lifetime Discrimination Scale.⁴⁰ Some questions about concealment and avoidance are from a survey developed by the Center for American Progress.⁴¹ Questions about outness at work were informed by the 2008 General Social Survey, and questions about job commitment were informed by the Human Rights Campaign's 2018 "A Workplace Divided" survey.⁴² Two open-ended questions were also included in the survey to gather information about the participant's worst experience of unfair treatment, harassment, or discrimination at work because of their sexual orientation or gender identity, as well as experiences where the religious beliefs of others were believed to be a factor in how the respondent was treated.

In addition to questions included in the 2021 survey, the 2023 survey included questions about intersectional discrimination (discrimination based on multiple marginalized characteristics), about coworkers' perceptions of respondents' perceived masculinity and femininity, and about employer-

³⁸ Prior to selecting the Lucid and Pure Spectrum panels for this study, and others, Morning Consult examined European Society for Opinion and Marketing Research (ESOMAR) documents that contain a uniform set of roughly 30 questions for survey panel providers on topics such as sample sources and recruitment, respondent profiling data, respondent privacy and data security, data quality and validation, and survey incentives. Non-probability panels are formed by recruiting panelists through loyalty and rewards programs, publisher partnerships, advertisements on mobile, tablet and desktop websites, and outreach to online gaming communities; snowball sampling or river sampling are excluded. In addition, Morning Consult examines panels for quality based on average survey completion time and correlations between dozens of variable pairs known to have high correlations (e.g., party identification and political ideology, education and income, country headed in the right direction and leader approval, vote and political party, and consumer confidence variables). In general, only panels that meet Morning Consult's quality requirements are approved as sample providers.

³⁹ Sears et al., *supra* note 3.

⁴⁰ David R. Williams, Measuring Discrimination Resource (2016), https://scholar.harvard.edu/files/davidrwilliams/files/measuring_discrimination_resource_june_2016.pdf.

⁴¹ Sejal Singh & Laura E. Durso, L. E., Widespread Discrimination Continues to Shape LGBTQ People's Lives in Both Subtle and Significant Ways, Center for American Progress (May 2, 2017), <https://www.americanprogress.org/issues/lgbtq-rights/news/2017/05/02/429529/widespread-discrimination-continues-shape-lgbt-peoples-lives-subtle-significant-ways/>.

⁴² NORC at the University of Chicago, The General Social Survey: GSS Questionnaire 2008, <https://gss.norc.uchicago.edu/get-documentation/questionnaires> (last visited July 25, 2024); Human Rights Campaign, A Workplace Divided: Understanding the Climate for LGBTQ Workers Nationwide (2018), <https://www.hrc.org/resources/a-workplace-divided-understanding-the-climate-for-lgbtq-workers-nationwide>.

level policies and practices that support LGBTQ people. The intersectional discrimination questions were informed by the Generations Study. The question about perceived masculinity and femininity was informed by the recommended measure for assessing gender conformity in the GenIUSS guide to Best Practices for Asking Questions to Identify Transgender and Other Gender Minority Respondents on Population-Based Surveys.⁴³

A total of 1,902 participants who self-identified as lesbian, gay, bisexual, or were transgender or nonbinary (as determined by responses to questions about sex assigned at birth and current gender identity) were included in the analytic sample for this report. Participants who selected gender identity options that were the same as their sex assigned at birth were classified as cisgender. Participants who selected gender identity response options, including male, female, transgender, which differed from their sex assigned at birth, were classified as transgender. Participants who selected the nonbinary gender identity response option were classified as nonbinary. Cisgender participants who reported “something else” as their sexual orientation identity (n=98) were excluded from empirical analyses given uncertainty about whether they were sexual minorities or not.

Cisgender LGBQ participants were asked about workplace experiences based on *sexual orientation* discrimination and harassment only, and their reactions (covering, looking for another job, etc.) to such experiences. TNB employees who did not identify as LGBQ were asked about workplace experiences based on *gender identity* discrimination and harassment only, and their reactions to such experiences. TNB employees who identified as LGBQ were asked about workplace experiences based on *sexual orientation and/or gender identity* discrimination and harassment, and their reactions to such experiences.

Descriptive analyses were conducted using the survey package in R v4.3.2 statistical software and included design-based F-tests (Rao-Scott chi-square tests) of differences in proportions to assess whether outcomes vary across demographic groups at an alpha of 0.05.⁴⁴ Confidence intervals (95% CI) were included in Appendix tables to communicate the degree of uncertainty around an estimate due to sampling error.

All analyses were weighted using sampling weights developed by Morning Consult. To construct the sampling weights for the entire sample, Morning Consult used the 2018 Population Assessment of Tobacco and Health (PATH) Public Use File.⁴⁵ The 2018 PATH survey was conducted with a large nationally representative sample of U.S. adults and included measures of sexual orientation identity and transgender status. The PATH data were subset on LGBTQ respondents in the workforce (full-time employed, part-time employed, self-employed, or looking for work), and this subset was used to establish weighting targets for age (4 categories), sex assigned at birth (2 categories), race/ethnicity (5 categories), education (3 categories), and region (6 categories). Iterative proportional fitting (or “raking”) was then used to create the weight variable. Weights were trimmed at 6 to avoid over-weighting a small number of respondents, and they were normalized to sum to the sample size, which is common practice.

⁴³ GenIUSS Group, Best Practices for Asking Questions to Identify Transgender and Other Gender Minority Respondents on Population-Based Surveys (2014), <https://williamsinstitute.law.ucla.edu/wp-content/uploads/Survey-Measures-Trans-GenIUSS-Sep-2014.pdf>.

⁴⁴ J. N. K. Rao & A. J. Scott, On Chi-Squared Tests for Multiway Contingency Tables with Cell Proportions Estimated from Survey Data, 12 J. Ann. Stat. 1246 (1984).

⁴⁵ Nat'l Inst. of Health, U.S. Dep't of Health & Hum. Scvs., 2018 Population Assessment of Tobacco and Health (PATH) Study Wave 4 [United States] Public Use Files.

The quotes from the respondents in this report were collected through one open-ended question: “Tell us about your worst experience of unfair treatment, harassment, or discrimination at work.” Responses were selected for inclusion in this report to illustrate certain points while avoiding duplication in the content of the quotes and representing the full diversity of the sample in terms of sexual orientation, gender identity, sex, race, ethnicity, occupation, and current state of residence. The responses were edited to correct typos, spelling, grammar, missing words, and other issues not impacting their substance. Where words were otherwise changed (for verb tense, pronouns, clarity, to change information that could be used to identify the respondent, etc.) the changes are noted with brackets. Where words were cut (primarily to reduce the length of the quote or cut personally identifying information), the omission is marked with ellipses. Names of employers were removed and replaced with language describing the type of employment in brackets.

Participants who selected “White,” “Black,” or “Asian American” and did not self-identify as being of Hispanic origin or descent when asked about their racial identity were classified as their self-identified racial identity. Participants who self-identified as “being of Hispanic origin or descent” were classified as Latinx. Participants who did not self-identify as being of Hispanic origin or descent and selected “American Indian” or “Other” when asked about their racial identity were classified as Other. They were aggregated into this category due to small sample sizes. Because we do not know enough about whether the workplace experiences of these two groups are similar, we do not include them in the chart or text analyses.

Gender expression is defined by responses to the question: “A person’s appearance, style, dress, or the way they walk or talk may affect how people describe them. How do you think other people at your current job would describe you?” Responses are on a 7-point Likert scale from very feminine to very masculine as follows: very feminine, mostly feminine, somewhat feminine, equally feminine and masculine, somewhat masculine, mostly masculine, and very masculine. Cisgender participants who selected “very feminine”, “mostly feminine”, or “somewhat feminine” and selected “male” as their sex assigned at birth, along with participants who selected “very masculine”, “mostly masculine”, or “somewhat masculine” and selected “female” as their sex assigned at birth, were classified as gender nonconforming (GNC). Conversely, cisgender participants who selected “very feminine”, “mostly feminine”, or “somewhat feminine” and selected “female” as their sex assigned at birth, and participants who selected “very masculine”, “mostly masculine”, or “somewhat masculine”, and selected “male” as their sex assigned at birth were classified as gender conforming. Regardless of sex assigned at birth, all cisgender participants who selected “equally feminine and masculine” were classified as equally conforming and nonconforming.

The study protocol was reviewed and approved by the Institutional Review Board at UCLA.

Tables

Table A1. LGBTQ participant demographic characteristics (N=1,902), Employment Experiences Survey, 2023

Demographic	Category	Cisgender LGBTQ (n=1,653)						TNB (n=249)	
		Nonconforming (n=239)		Equally Conforming and Nonconforming (n=329)		Conforming (n=1,085)			
		%	95% CI	%	95% CI	%	95% CI	%	95% CI
Age	18-34	55.8%	[48.7, 62.7]	53.9%	[47.6, 60.1]	48.4%	[45.1, 51.8]	80.5%	[74.7, 86.2]
	35-44	20.3%	[15.6, 26.0]	18.4%	[14.4, 23.3]	15.6%	[13.5, 17.9]	11.4%	[7.4, 15.4]
	45-64	21.5%	[15.6, 28.9]	21.6%	[16.2, 28.3]	30.3%	[26.9, 33.9]	7.5%	[2.9, 12.0]
	65+	2.5%	[0.8, 7.7]	6.0%	[3.1, 11.5]	5.8%	[4.0, 8.3]	0.7%	[-0.7, 2.1]
Sex assigned at birth	Male	38.7%	[32.0, 45.9]	47.3%	[41.1, 53.5]	43.2%	[39.7, 46.8]	26.0%	[20.2, 31.8]
	Female	61.3%	[54.1, 68.0]	52.8%	[46.5, 59.0]	56.8%	[53.2, 60.3]	74.0%	[68.2, 79.8]
Sexual orientation	Gay	24.2%	[18.4, 31.1]	29.5%	[23.6, 36.1]	22.9%	[19.8, 26.4]	9.2%	[5.7, 14.4]
	Lesbian	36.3%	[30.0, 43.1]	12.2%	[8.9, 16.4]	11.0%	[9.2, 13.1]	3.6%	[2.0, 6.5]
	Lesbian or gay and nonbinary	0.0%	[0.0, 0.0]	0.0%	[0.0, 0.0]	0.0%	[0.0, 0.0]	9.2%	[6.2, 13.4]
	Straight	0.0%	[0.0, 0.0]	0.0%	[0.0, 0.0]	0.0%	[0.0, 0.0]	3.0%	[1.2, 7.4]
	Bisexual	39.5%	[33.0, 46.4]	58.4%	[52.0, 64.5]	66.1%	[62.6, 69.4]	53.9%	[47.2, 60.5]
	Something else	0.0%	[0.0, 0.0]	0.0%	[0.0, 0.0]	0.0%	[0.0, 0.0]	17.3%	[13.0, 22.8]
	Not sure/questioning	0.0%	[0.0, 0.0]	0.0%	[0.0, 0.0]	0.0%	[0.0, 0.0]	3.5%	[1.8, 6.8]
Race/ethnicity	White, non-Hispanic	52.4%	[45.4, 59.3]	48.2%	[42.1, 54.3]	57.3%	[53.9, 60.7]	49.3%	[42.7, 56.0]
	Black, non-Hispanic	11.3%	[7.9, 15.9]	14.7%	[10.9, 19.5]	10.9%	[9, 13]	9.0%	[5.7, 13.9]
	Hispanic or Latinx	29.8%	[23.3, 37.2]	29.4%	[23.5, 36.0]	23.2%	[20.2, 26.5]	29.2%	[23.1, 36.3]
	Asian, non-Hispanic	4.6%	[2.5, 8.5]	2.8%	[1.5, 5.2]	4.8%	[3.5, 6.7]	4.2%	[2.2, 7.6]
	All other race/ethnic groups, non-Hispanic	1.9%	[0.8, 4.6]	5.0%	[3.0, 8.2]	3.8%	[2.7, 5.4]	8.3%	[5.3, 12.7]
Education	Less than Bachelor's degree	59.0%	[52.0, 65.6]	57.5%	[51.2, 63.6]	53.3%	[49.9, 56.7]	61.4%	[55.0, 67.9]
	Bachelors degree	24.9%	[19.5, 31.3]	27.1%	[22.0, 32.9]	30.3%	[27.2, 33.6]	30.2%	[24.1, 36.2]
	More than Bachelor's degree	16.1%	[11.6, 22.0]	15.4%	[11.0, 21.1]	16.4%	[13.9, 19.2]	8.4%	[4.6, 12.2]

Demographic	Category	Cisgender LGBQ (n=1,653)						TNB (n=249)	
		Nonconforming (n=239)		Equally Conforming and Nonconforming (n=329)		Conforming (n=1,085)			
		%	95% CI	%	95% CI	%	95% CI	%	95% CI
Individual income	None	0.7%	[0.2, 2.6]	1.1%	[0.5, 2.4]	0.8%	[0.4, 1.5]	2.4%	[0.4, 4.4]
	\$1 to \$24,999	14.3%	[10.2, 19.8]	17.3%	[13.4, 22.0]	15.8%	[13.7, 18.2]	28.9%	[22.8, 35.0]
	\$25,000 to \$49,999	32.5%	[26.5, 39.2]	30.0%	[24.7, 35.8]	31.3%	[28.3, 34.5]	37.0%	[30.6, 43.5]
	\$50,000 to \$99,999	36.7%	[30.3, 43.7]	37.9%	[32.0, 44.2]	34.8%	[31.7, 38.2]	21.4%	[16.0, 26.8]
	\$100,000+	15.8%	[11.2, 21.9]	13.8%	[9.9, 18.9]	17.3%	[14.6, 20.3]	10.2%	[6.4, 14.1]
Current employment	For-profit business	63.0%	[56.1, 69.3]	71.2%	[65.7, 76.2]	66.6%	[63.4, 69.7]	65.3%	[59.0, 71.7]
	Non-profit organization	8.1%	[5.2, 12.5]	5.6%	[3.6, 8.6]	8.1%	[6.5, 10.0]	7.3%	[4.1, 10.6]
	Government employee, including military	14.2%	[10.1, 19.7]	10.3%	[7.4, 14.1]	10.7%	[9.0, 12.8]	8.8%	[5.2, 12.3]
	Self or family employed	12.5%	[8.6, 17.8]	11.2%	[8.0, 15.5]	12.0%	[9.9, 14.5]	13.7%	[9.1, 18.4]
	Unemployed	2.2%	[0.8, 6.2]	1.7%	[0.7, 4.3]	2.6%	[1.7, 3.9]	4.9%	[1.6, 8.1]
Region	Pacific	18.3%	[13.4, 24.6]	13.2%	[9.5, 17.9]	15.8%	[13.4, 18.5]	18.2%	[13.1, 23.3]
	Rocky Mountain	3.2%	[1.5, 6.8]	8.0%	[5.0, 12.5]	5.4%	[4.1, 7.2]	4.1%	[1.6, 6.5]
	Southwest	11.8%	[8.0, 17.1]	15.9%	[11.7, 21.1]	11.1%	[9.1, 13.4]	11.6%	[7.3, 15.9]
	Midwest	18.8%	[14.0, 24.8]	18.0%	[14.1, 22.7]	20.4%	[17.9, 23.2]	17.9%	[13.1, 22.7]
	Northeast	14.5%	[10.1, 20.4]	20.2%	[15.7, 25.6]	22.0%	[19.2, 25.1]	25.4%	[19.4, 31.4]
	Southeast	33.3%	[27.2, 40.0]	24.8%	[19.8, 30.6]	25.3%	[22.5, 28.3]	22.9%	[17.2, 28.5]
Cohabiting partner	Married/Spouse	30.1%	[24.1, 36.8]	24.6%	[19.7, 30.3]	27.6%	[24.7, 30.8]	19.8%	[14.6, 24.9]
	Non-marital legally recognized partner	7.7%	[4.7, 12.2]	6.4%	[4.0, 10.1]	5.9%	[4.5, 7.9]	5.6%	[2.6, 8.5]
	Unmarried partner	22.9%	[17.6, 29.2]	20.8%	[16.3, 26.3]	18.2%	[15.9, 20.7]	24.0%	[18.3, 29.8]
	Single (no cohabitating partner)	39.4%	[32.8, 46.3]	48.2%	[42.1, 54.4]	48.3%	[44.9, 51.7]	50.7%	[44.0, 57.3]
Gender identity of partner	Male	43.7%	[35.1, 52.7]	55.2%	[46.7, 63.4]	59.3%	[54.7, 63.7]	38.2%	[29.1, 47.3]
	Female	50.3%	[41.4, 59.1]	34.4%	[26.8, 42.8]	36.5%	[32.2, 41.1]	36.6%	[27.4, 45.8]
	Transgender	2.0%	[0.6, 6.3]	3.3%	[1.3, 8.1]	1.5%	[0.8, 3.0]	14.8%	[8.2, 21.4]
	Nonbinary	4.0%	[1.8, 8.6]	7.2%	[4.0, 12.5]	2.7%	[1.7, 4.4]	10.4%	[5.2, 15.7]

Note: CI = confidence interval; Gray cells indicate statistically significant difference when compared to gender-nonconforming cisgender LGBQ employees.

Table A2. Lifetime experiences of sexual orientation- or gender identity-based discrimination and harassment against LGBTQ employees (N=1,902) by gender identity and conformity, Employment Experiences Survey, 2023

Category	Experience	Cisgender LGBTQ (n=1,653)						TNB (n=249)	
		Nonconforming (n=239)		Equally Conforming and Nonconforming (n=329)		Conforming (n=1,085)			
		%	95% CI	%	95% CI	%	95% CI	%	95% CI
Overall adverse experiences	Treated unfairly	54.3%	[47.4, 61.0]	35.5%	[29.6, 41.8]	27.7%	[24.7, 30.9]	55.3%	[48.7, 61.9]
	Heard negative comments	79.2%	[73.4, 84.1]	66.2%	[60.3, 71.7]	70.4%	[67.2, 73.4]	83.9%	[79.0, 88.9]
	Any lifetime discrimination or harassment	61.6%	[54.8, 68.0]	45.5%	[39.4, 51.7]	40.7%	[37.4, 44.1]	68.3%	[62.1, 74.4]
Specific adverse experiences	Any lifetime discrimination	47.0%	[40.1, 54.0]	35.8%	[29.9, 42.1]	26.5%	[23.5, 29.7]	54.8%	[48.2, 61.4]
	Fired	28.8%	[22.8, 35.7]	24.5%	[19.3, 30.6]	16.1%	[13.6, 18.8]	35.3%	[28.9, 41.8]
	Not hired	33.6%	[27.1, 40.7]	26.6%	[21.2, 32.7]	16.7%	[14.2, 19.5]	37.9%	[31.4, 44.4]
	Not promoted	37.5%	[30.8, 44.7]	21.2%	[16.3, 27.1]	16.0%	[13.6, 18.7]	35.9%	[29.5, 42.4]
	Any lifetime harassment	49.1%	[42.2, 56.0]	34.6%	[28.9, 40.7]	31.9%	[28.8, 35.1]	57.3%	[50.7, 63.8]
	Verbal harassment	45.8%	[38.9, 52.8]	27.8%	[22.6, 33.8]	23.8%	[21.0, 26.9]	49.6%	[43.0, 56.3]
	Physical harassment	26.2%	[20.2, 33.1]	16.0%	[11.9, 21.1]	12.7%	[10.6, 15.1]	25.9%	[20.0, 31.9]
	Sexual harassment	32.5%	[26.2, 39.5]	19.9%	[15.4, 25.4]	17.5%	[15.0, 20.3]	35.3%	[28.8, 41.7]

Note: CI = confidence interval; Gray cells indicate statistically significant difference when compared to gender-nonconforming cisgender LGBTQ employees.

Table A3. Lifetime experiences of sexual orientation-based discrimination and harassment against cisgender LGBQ employees (N=1,653) by gender conformity and gender, Employment Experiences Survey, 2023

Category	Experience	Cisgender LB Women (n=1,179)						Cisgender GB Men (n=474)					
		Nonconforming (n=165)		Equally Conforming and Nonconforming (n=222)		Conforming (n=792)		Nonconforming (n=74)		Equally Conforming and Nonconforming (n=107)		Conforming (n=293)	
		%	95% CI	%	95% CI	%	95% CI	%	95% CI	%	95% CI	%	95% CI
Overall adverse experiences	Treated unfairly	45.9%	[37.7, 54.3]	27.4%	[21.3, 34.5]	28.0%	[24.7, 31.5]	67.5%	[55.7, 77.5]	44.5%	[34.5, 55.0]	27.3%	[22.1, 33.2]
	Heard negative comments	80.5%	[73.5, 85.9]	64.3%	[57.2, 70.9]	70.0%	[66.4, 73.3]	77.3%	[66.3, 85.5]	68.3%	[58.4, 76.8]	71.0%	[65.1, 76.2]
	Any lifetime discrimination or harassment	55.1%	[46.9, 63.1]	33.3%	[27.0, 40.3]	39.9%	[36.3, 43.6]	71.8%	[59.7, 81.3]	59.0%	[48.6, 68.6]	41.8%	[35.9, 48.0]
Specific adverse experiences	Any lifetime discrimination	42.0%	[34.0, 50.5]	23.9%	[18.4, 30.5]	24.4%	[21.3, 27.9]	54.9%	[42.8, 66.5]	49.0%	[38.8, 59.3]	29.2%	[23.9, 35.1]
	Fired	21.1%	[14.8, 29.3]	15.2%	[10.7, 21.2]	14.5%	[12.0, 17.4]	41.0%	[29.7, 53.3]	34.9%	[25.6, 45.5]	18.1%	[13.8, 23.5]
	Not hired	24.9%	[18.1, 33.2]	16.9%	[12.2, 23.0]	15.2%	[12.5, 18.3]	47.2%	[35.3, 59.4]	37.4%	[27.9, 47.9]	18.6%	[14.2, 24.0]
	Not promoted	30.5%	[23.1, 39.1]	14.5%	[10.1, 20.4]	16.5%	[13.8, 19.6]	48.5%	[36.6, 60.7]	28.7%	[20.0, 39.2]	15.3%	[11.3, 20.3]
	Any lifetime harassment	38.9%	[31.2, 47.2]	27.3%	[21.4, 34.1]	32.0%	[28.6, 35.6]	65.2%	[53.1, 75.7]	42.6%	[32.8, 53.1]	31.6%	[26.2, 37.7]
	Verbal harassment	35.3%	[27.9, 43.6]	20.6%	[15.5, 26.8]	23.2%	[20.2, 26.5]	62.3%	[50.1, 73.1]	35.9%	[26.7, 46.3]	24.7%	[19.7, 30.4]
	Physical harassment	16.0%	[10.9, 22.9]	13.1%	[8.9, 18.9]	14.4%	[11.9, 17.3]	42.3%	[30.6, 54.8]	19.2%	[12.4, 28.5]	10.4%	[7.2, 14.8]
	Sexual harassment	23.8%	[17.6, 31.3]	18.6%	[13.6, 25.0]	17.8%	[15.1, 20.9]	46.2%	[34.4, 58.5]	21.3%	[14.1, 30.9]	17.1%	[12.8, 22.5]

Note: CI = confidence interval; Gray cells indicate statistically significant difference when compared to gender-nonconforming cisgender LGBQ employees.

Table A4. Experiences of sexual orientation- or gender identity-based discrimination and harassment against LGBTQ employees (N=1,902) in past year, one to five years, and over five years by gender identity and conformity, Employment Experiences Survey, 2023

Category	Experience	Time	Cisgender LGBTQ (n=1,653)						TNB (n=249)	
			Nonconforming (n=239)		Equally Conforming and Nonconforming (n=329)		Conforming (n=1,085)			
			%	95% CI	%	95% CI	%	95% CI	%	95% CI
Overall adverse experiences	Treated unfairly	Within the past year	20.1%	[14.8, 26.7]	12.3%	[8.7, 17.2]	7.0%	[5.5, 9.0]	25.3%	[19.5, 31.0]
		One to five years ago	18.1%	[13.3, 24.0]	12.2%	[8.6, 17.1]	7.1%	[5.7, 8.9]	16.9%	[12.0, 21.9]
		Over five years ago	16.1%	[11.4, 22.3]	10.9%	[7.3, 16.1]	13.5%	[11.2, 16.2]	13.1%	[8.4, 17.8]
	Heard negative comments	Within the past year	49.4%	[42.5, 56.3]	29.2%	[24.0, 35.0]	32.8%	[29.7, 36.0]	52.9%	[46.3, 59.5]
		One to five years ago	14.9%	[10.8, 20.3]	24.4%	[19.2, 30.4]	20.4%	[17.9, 23.2]	25.2%	[19.5, 30.9]
		Over five years ago	14.9%	[10.5, 20.8]	12.7%	[9.0, 17.6]	17.2%	[14.6, 20.2]	5.9%	[2.7, 9.1]
	Any discrimination or harassment	Within the past year	22.8%	[17.3, 29.4]	18.1%	[13.7, 23.5]	11.8%	[9.8, 14.1]	36.1%	[29.7, 42.5]
		One to five years ago	25.2%	[19.6, 31.8]	13.8%	[10.1, 18.6]	11.1%	[9.2, 13.4]	21.1%	[15.6, 26.6]
		Over five years ago	13.6%	[9.5, 19.0]	13.6%	[9.4, 19.1]	17.8%	[15.2, 20.8]	11.1%	[6.9, 15.3]
Specific adverse experiences	Any discrimination	Within the past year	14.4%	[9.9, 20.6]	11.5%	[8.0, 16.2]	7.3%	[5.8, 9.2]	22.2%	[16.7, 27.6]
		One to five years ago	22.6%	[17.1, 29.2]	13.9%	[10.2, 18.6]	7.4%	[5.8, 9.4]	20.2%	[14.8, 25.6]
		Over five years ago	10.0%	[6.6, 14.8]	10.5%	[6.7, 16.0]	11.8%	[9.6, 14.4]	12.4%	[7.7, 17.1]
	Fired	Within the past year	6.4%	[3.6, 11.3]	8.3%	[5.2, 13.0]	3.1%	[2.2, 4.4]	6.8%	[3.5, 10.0]
		One to five years ago	12.8%	[8.8, 18.1]	8.0%	[5.3, 11.8]	4.9%	[3.7, 6.4]	16.8%	[11.8, 21.8]
		Over five years ago	9.7%	[6.0, 15.1]	8.2%	[5.0, 13.2]	8.1%	[6.2, 10.5]	11.8%	[7.2, 16.4]
	Not hired	Within the past year	8.0%	[4.7, 13.4]	8.2%	[5.2, 12.8]	3.7%	[2.6, 5.2]	13.5%	[9.2, 17.9]
		One to five years ago	17.3%	[12.3, 23.7]	8.9%	[6.0, 13.1]	6.4%	[4.9, 8.3]	14.8%	[10.0, 19.5]
		Over five years ago	8.3%	[5.2, 13.0]	9.4%	[6.1, 14.4]	6.6%	[4.9, 8.7]	9.6%	[5.2, 14.1]
	Not promoted	Within the past year	9.1%	[5.4, 14.8]	5.1%	[3.0, 8.6]	3.9%	[2.9, 5.4]	11.2%	[7.0, 15.4]
		One to five years ago	16.2%	[11.6, 22.2]	8.5%	[5.6, 12.7]	5.4%	[4.1, 7.2]	14.4%	[9.9, 19.0]
		Over five years ago	12.3%	[8.1, 18.1]	7.6%	[4.5, 12.7]	6.6%	[4.9, 8.7]	10.4%	[6.0, 14.8]

Category	Experience	Time	Cisgender LGBTQ (n=1,653)						TNB (n=249)	
			Nonconforming (n=239)		Equally Conforming and Nonconforming (n=329)		Conforming (n=1,085)			
			%	95% CI	%	95% CI	%	95% CI	%	95% CI
Specific adverse experiences	Any harassment	Within the past year	17.7%	[12.7, 24.0]	12.3%	[8.7, 17.0]	8.1%	[6.5, 10.1]	25.5%	[19.6, 31.4]
		One to five years ago	17.9%	[13.2, 23.7]	9.7%	[6.7, 14.0]	9.3%	[7.6, 11.3]	20.2%	[14.9, 25.6]
		Over five years ago	13.6%	[9.4, 19.3]	12.6%	[8.8, 17.6]	14.5%	[12.1, 17.2]	11.5%	[7.2, 15.8]
	Verbal harassment	Within the past year	14.2%	[9.8, 20.2]	9.0%	[5.9, 13.3]	5.5%	[4.2, 7.3]	21.4%	[15.8, 26.9]
		One to five years ago	16.5%	[11.9, 22.4]	7.9%	[5.5, 11.1]	8.2%	[6.6, 10.1]	16.2%	[11.3, 21.2]
		Over five years ago	15.1%	[10.7, 20.8]	11.0%	[7.4, 16.2]	10.1%	[8.1, 12.5]	12.0%	[7.5, 16.6]
	Physical harassment	Within the past year	7.7%	[4.4, 13.1]	4.8%	[2.8, 8.0]	3.3%	[2.3, 4.7]	7.8%	[3.9, 11.7]
		One to five years ago	8.4%	[5.2, 13.2]	4.1%	[2.4, 6.8]	4.0%	[3.0, 5.4]	13.0%	[8.4, 17.5]
		Over five years ago	10.1%	[6.5, 15.6]	7.2%	[4.3, 11.7]	5.4%	[4.0, 7.3]	5.1%	[2.4, 7.9]
	Sexual harassment	Within the past year	10.5%	[6.6, 16.4]	3.6%	[1.9, 6.6]	3.6%	[2.5, 5.0]	12.8%	[8.0, 17.5]
		One to five years ago	10.5%	[7.0, 15.3]	9.1%	[6.0, 13.4]	4.3%	[3.2, 5.6]	12.9%	[8.6, 17.2]
		Over five years ago	11.5%	[7.6, 17.1]	7.3%	[4.6, 11.3]	9.7%	[7.7, 12.1]	9.6%	[5.6, 13.6]

Note: CI = confidence interval; Gray cells indicate statistically significant difference when compared to gender-nonconforming cisgender LGBTQ employees.

Table A5. Experiences of sexual orientation-based discrimination and harassment against cisgender LGBTQ employees (N=1,653) in past year, one to five years, and over five years by gender conformity and gender, Employment Experiences Survey, 2023

Category	Experience	Time	Cisgender LB Women (n=1,179)						Cisgender GB Men (n=474)					
			Nonconforming (n=165)		Equally Conforming and Nonconforming (n=222)		Conforming (n=792)		Nonconforming (n=74)		Equally Conforming and Nonconforming (n=107)		Conforming (n=293)	
			%	95% CI	%	95% CI	%	95% CI	%	95% CI	%	95% CI	%	95% CI
Overall adverse experiences	Treated unfairly	Within the past year	16.3%	[10.8, 23.9]	7.9%	[5.0, 12.4]	7.7%	[5.8, 10.0]	26.1%	[16.4, 38.8]	17.2%	[10.7, 26.5]	6.2%	[3.8, 10.0]
		One to five years ago	15.6%	[10.4, 22.7]	9.3%	[5.9, 14.5]	8.7%	[6.8, 11.1]	22.0%	[13.7, 33.4]	15.5%	[9.3, 24.6]	5.1%	[3.2, 8.1]
		Over five years ago	14.0%	[8.9, 21.4]	10.1%	[6.1, 16.4]	11.6%	[9.4, 14.3]	19.5%	[11.3, 31.4]	11.8%	[6.2, 21.4]	16.0%	[11.8, 21.4]
	Heard negative comments	Within the past year	47.8%	[39.6, 56.1]	30.0%	[24.0, 36.6]	34.9%	[31.5, 38.5]	51.9%	[39.8, 63.8]	28.3%	[19.9, 38.5]	30.0%	[24.7, 35.8]
		One to five years ago	16.0%	[11.1, 22.6]	23.3%	[17.7, 30.0]	22.3%	[19.4, 25.4]	13.3%	[7.0, 23.6]	25.6%	[17.2, 36.3]	18.0%	[13.8, 23.2]
		Over five years ago	16.6%	[11.1, 24.2]	11.1%	[7.3, 16.5]	12.8%	[10.4, 15.7]	12.2%	[6.0, 23.2]	14.5%	[8.5, 23.5]	23.0%	[18.1, 28.8]
	Any discrimination or harassment	Within the past year	17.5%	[12.2, 24.5]	14.1%	[10, 19.6]	13.4%	[11.0, 16.2]	31.1%	[20.7, 43.9]	22.5%	[15.0, 32.4]	9.7%	[6.7, 13.9]
		One to five years ago	24.1%	[17.5, 32.3]	10.3%	[6.7, 15.6]	12.2%	[10.0, 14.9]	26.9%	[17.6, 38.8]	17.7%	[11.4, 26.4]	9.7%	[6.7, 13.8]
		Over five years ago	13.5%	[8.6, 20.5]	8.9%	[5.5, 14.0]	14.4%	[11.9, 17.3]	13.7%	[7.5, 23.8]	18.8%	[11.5, 29.3]	22.4%	[17.5, 28.1]
Specific adverse experiences	Any discrimination	Within the past year	9.1%	[5.4, 14.8]	6.7%	[4.0, 11.0]	8.2%	[6.2, 10.6]	22.9%	[13.6, 35.9]	16.8%	[10.4, 26.0]	6.2%	[4.1, 9.4]
		One to five years ago	20.6%	[14.3, 28.7]	11.1%	[7.3, 16.7]	7.5%	[5.7, 9.8]	25.8%	[16.6, 37.9]	16.9%	[10.8, 25.5]	7.2%	[4.6, 11.1]
		Over five years ago	12.3%	[7.7, 19.2]	6.1%	[3.6, 10.3]	8.8%	[6.8, 11.3]	6.2%	[2.8, 13.4]	15.3%	[8.4, 26.2]	15.7%	[11.6, 21.0]
	Fired	Within the past year	4.5%	[2.0, 10.1]	3.3%	[1.6, 7.0]	3.1%	[2.0, 4.7]	9.5%	[4.1, 20.2]	13.9%	[8.0, 23.1]	3.1%	[1.7, 5.7]
		One to five years ago	7.8%	[4.6, 12.8]	6.4%	[3.5, 11.5]	5.5%	[4.1, 7.4]	20.6%	[12.4, 32.1]	9.7%	[5.6, 16.3]	4.1%	[2.4, 6.9]
		Over five years ago	8.8%	[4.5, 16.5]	5.5%	[3.1, 9.6]	5.9%	[4.3, 8.1]	10.9%	[5.5, 20.4]	11.2%	[5.6, 21.4]	10.9%	[7.4, 15.9]
	Not hired	Within the past year	6.1%	[3.3, 11.1]	4.1%	[2.1, 7.9]	3.6%	[2.3, 5.6]	11.0%	[4.7, 23.8]	12.9%	[7.3, 21.8]	3.9%	[2.2, 6.7]
		One to five years ago	9.2%	[5.0, 16.3]	6.4%	[3.7, 10.8]	6.1%	[4.5, 8.3]	30.0%	[20.0, 42.5]	11.7%	[6.7, 19.6]	6.8%	[4.3, 10.7]
		Over five years ago	9.6%	[5.5, 16.5]	6.4%	[3.6, 11.4]	5.5%	[3.9, 7.6]	6.2%	[2.7, 13.4]	12.8%	[7.0, 22.3]	7.9%	[5.0, 12.4]
	Not promoted	Within the past year	4.2%	[1.9, 9.1]	3.7%	[1.8, 7.3]	5.1%	[3.6, 7.2]	16.7%	[8.8, 29.4]	6.8%	[3.3, 13.6]	2.4%	[1.2, 4.7]
		One to five years ago	15.1%	[9.9, 22.4]	7.5%	[4.3, 12.6]	6.2%	[4.6, 8.3]	17.9%	[10.2, 29.5]	9.6%	[5.1, 17.4]	4.5%	[2.5, 7.8]
		Over five years ago	11.2%	[6.5, 18.8]	3.4%	[1.7, 6.9]	5.2%	[3.7, 7.3]	13.9%	[7.4, 24.7]	12.3%	[6.3, 22.5]	8.4%	[5.4, 12.8]

Category	Experience	Time	Cisgender LB Women (n=1,179)						Cisgender GB Men (n=474)					
			Nonconforming (n=165)		Equally Conforming and Nonconforming (n=222)		Conforming (n=792)		Nonconforming (n=74)		Equally Conforming and Nonconforming (n=107)		Conforming (n=293)	
			%	95% CI	%	95% CI	%	95% CI	%	95% CI	%	95% CI	%	95% CI
Specific adverse experiences	Any harassment	Within the past year	13.2%	[8.6, 19.7]	9.3%	[6.1, 14.1]	10.0%	[8.0, 12.6]	24.8%	[15.2, 37.6]	15.5%	[9.5, 24.5]	5.6%	[3.3, 9.3]
		One to five years ago	13.1%	[8.7, 19.3]	7.9%	[5.0, 12.4]	9.4%	[7.5, 11.7]	25.5%	[16.4, 37.2]	11.8%	[6.7, 19.9]	9.2%	[6.4, 13.0]
		Over five years ago	12.7%	[7.9, 19.8]	10.1%	[6.2, 15.8]	12.6%	[10.3, 15.4]	15.0%	[8.3, 25.7]	15.3%	[9.2, 24.6]	16.9%	[12.6, 22.3]
	Verbal harassment	Within the past year	10.3%	[6.3, 16.2]	6.0%	[3.5, 10.2]	6.2%	[4.6, 8.3]	20.5%	[11.8, 33.2]	12.2%	[6.9, 20.8]	4.7%	[2.6, 8.3]
		One to five years ago	13.2%	[8.7, 19.6]	7.9%	[4.9, 12.4]	8.5%	[6.7, 10.8]	21.7%	[13.2, 33.5]	7.8%	[4.5, 13.2]	7.8%	[5.3, 11.4]
		Over five years ago	11.9%	[7.2, 18.9]	6.7%	[3.8, 11.4]	8.5%	[6.7, 10.8]	20.1%	[12.3, 31.1]	15.9%	[9.3, 25.8]	12.2%	[8.6, 17.1]
	Physical harassment	Within the past year	5.6%	[2.8, 11.0]	4.6%	[2.4, 8.6]	4.7%	[3.3, 6.7]	11.0%	[4.7, 23.6]	5.0%	[2.1, 11.1]	1.5%	[0.6, 3.6]
		One to five years ago	5.8%	[2.9, 10.9]	4.7%	[2.5, 8.7]	4.6%	[3.3, 6.4]	12.5%	[6.3, 23.0]	3.4%	[1.4, 8.3]	3.1%	[1.7, 5.6]
		Over five years ago	4.6%	[2.3, 9.3]	3.8%	[1.7, 8.4]	5.0%	[3.6, 7.0]	18.8%	[10.8, 30.8]	10.9%	[5.8, 19.6]	5.8%	[3.4, 9.8]
	Sexual harassment	Within the past year	7.5%	[4.1, 13.5]	3.3%	[1.6, 6.6]	4.6%	[3.2, 6.5]	15.2%	[7.7, 27.9]	3.9%	[1.4, 10.2]	2.2%	[0.9, 5.3]
		One to five years ago	8.7%	[5.3, 14.0]	7.0%	[4.2, 11.5]	5.2%	[3.8, 7.0]	13.3%	[7.1, 23.7]	11.3%	[6.2, 19.7]	3.1%	[1.7, 5.5]
		Over five years ago	7.6%	[4.3, 13.0]	8.3%	[4.8, 13.9]	8.1%	[6.2, 10.5]	17.7%	[9.9, 29.6]	6.1%	[2.7, 13.4]	11.8%	[8.2, 16.8]

Note: CI = confidence interval; Gray cells indicate statistically significant difference when compared to gender-nonconforming cisgender LGBTQ employees; Statistical significance is not reported when n is less than 10.

Table A6. Experiences and opinions of LGBTQ employees (N=1,902) at their current job by gender identity and conformity, Employment Experiences Survey, 2023

Category	Experience	Cisgender LGBTQ (n=1,653)						TNB (n=249)	
		Nonconforming (n=239)		Equally Conforming and Nonconforming (n=329)		Conforming (n=1,085)			
		%	95% CI	%	95% CI	%	95% CI	%	95% CI
Overall adverse experiences at current job	Any adverse experience	40.0%	[33.4, 47.0]	25.7%	[20.6, 31.5]	18.7%	[16.2, 21.5]	32.3%	[26.2, 38.5]
Specific adverse experiences at current job	Verbally harassed	17.1%	[12.4, 23.2]	12.3%	[8.7, 17.1]	7.8%	[6.1, 9.9]	17.6%	[12.5, 22.6]
	Physically harassed or assaulted	4.7%	[2.1, 10.3]	3.3%	[1.7, 6.4]	1.1%	[0.6, 2.1]	4.0%	[1.3, 6.7]
	Sexually harassed	10.5%	[6.7, 16.1]	4.8%	[2.9, 7.7]	4.9%	[3.7, 6.6]	8.3%	[4.6, 12.0]
	Not promoted or provided with opportunities	18.6%	[13.5, 25.1]	9.4%	[6.0, 14.3]	5.1%	[3.8, 6.9]	9.7%	[5.8, 13.7]
	Treated unfairly at current job	28.1%	[22.0, 35.1]	16.7%	[12.4, 22.2]	11.6%	[9.5, 13.9]	22.8%	[17.3, 28.3]
Workplace Environment	Very unsupportive	9.6%	[6.0, 15.0]	5.3%	[3.0, 9.2]	3.7%	[2.7, 5.3]	7.0%	[3.4, 10.5]
	Somewhat unsupportive	9.8%	[6.5, 14.3]	4.2%	[2.5, 7.0]	6.1%	[4.7, 7.8]	9.2%	[5.5, 12.9]
	Neither supportive nor unsupportive	20.2%	[15.3, 26.1]	27.1%	[21.9, 33.0]	22.7%	[20.0, 25.7]	21.7%	[16.2, 27.3]
	Somewhat supportive	27.8%	[21.8, 34.7]	24.0%	[19.2, 29.5]	26.3%	[23.4, 29.4]	25.1%	[19.5, 30.7]
	Very supportive	32.7%	[26.7, 39.4]	39.5%	[33.7, 45.7]	41.2%	[37.9, 44.6]	37.0%	[30.6, 43.5]
Job satisfaction	Very dissatisfied	8.3%	[4.9, 13.6]	4.6%	[2.7, 7.6]	4.1%	[2.8, 5.9]	5.7%	[2.8, 8.6]
	Somewhat dissatisfied	12.8%	[8.8, 18.3]	6.8%	[4.1, 11.2]	8.6%	[7.0, 10.6]	11.4%	[7.0, 15.7]
	Neither satisfied nor dissatisfied	17.4%	[12.7, 23.3]	21.5%	[16.6, 27.3]	11.1%	[9.2, 13.2]	17.6%	[12.5, 22.7]
	Somewhat satisfied	32.0%	[25.9, 38.7]	27.9%	[22.9, 33.6]	35.6%	[32.4, 38.9]	33.8%	[27.5, 40.1]
	Very satisfied	29.6%	[23.7, 36.2]	39.2%	[33.4, 45.4]	40.6%	[37.3, 44.0]	31.5%	[25.4, 37.6]

Note: CI = confidence interval; Gray cells indicate statistically significant difference when compared to gender-nonconforming cisgender LGBTQ employees. Statistical significance is not reported when n is less than 10.

Table A7. Experiences and opinions of cisgender LGBQ employees (N=1,653) at their current job by gender conformity and gender, Employment Experiences Survey, 2023

Category	Experience	Cisgender LB Women (n=1,179)						Cisgender GB Men (n=474)					
		Nonconforming (n=165)		Equally Conforming and Nonconforming (n=222)		Conforming (n=792)		Nonconforming (n=74)		Equally Conforming and Nonconforming (n=107)		Conforming (n=293)	
		%	95% CI	%	95% CI	%	95% CI	%	95% CI	%	95% CI	%	95% CI
Overall adverse experiences at current job	Any adverse experience	31.9%	[24.7, 39.9]	19.3%	[14.6, 25.2]	20.8%	[17.9, 24.1]	52.9%	[40.7, 64.6]	32.7%	[23.8, 43.1]	15.9%	[12.0, 20.9]
Specific adverse experiences at current job	Verbally harassed	12.4%	[8.1, 18.5]	6.8%	[4.2, 10.8]	8.3%	[6.3, 10.8]	24.6%	[15.3, 37.1]	18.4%	[11.8, 27.7]	7.1%	[4.5, 11.1]
	Physically harassed or assaulted	0.8%	[0.2, 3.1]	2.5%	[1.0, 6.1]	1.7%	[0.8, 3.3]	10.9%	[4.5, 24.0]	4.3%	[1.7, 10.3]	0.4%	[0.0, 2.5]
	Sexually harassed	6.3%	[3.7, 10.6]	5.0%	[2.9, 8.7]	5.9%	[4.3, 8.0]	17.1%	[9.1, 30.0]	4.5%	[1.9, 10.2]	3.7%	[1.9, 6.8]
	Not promoted or provided with opportunities	14.8%	[9.7, 21.8]	3.9%	[2.0, 7.5]	5.4%	[3.8, 7.4]	24.6%	[15.1, 37.6]	15.5%	[9.1, 25.1]	4.8%	[2.7, 8.4]
	Treated unfairly at current job	19.9%	[14, 27.6]	10.3%	[6.9, 15.3]	11.6%	[9.4, 14.3]	41.0%	[29.5, 53.6]	23.9%	[16.0, 34.0]	11.5%	[8.1, 16.0]
Workplace Environment	Very unsupportive	9.4%	[5.6, 15.5]	4.1%	[2.1, 7.8]	4.2%	[2.9, 6.2]	9.9%	[4.1, 22.0]	6.6%	[2.7, 14.9]	3.1%	[1.6, 6.0]
	Somewhat unsupportive	9.3%	[5.6, 14.8]	2.9%	[1.4, 5.8]	6.6%	[5.1, 8.6]	10.5%	[5.3, 19.9]	5.7%	[2.8, 11.2]	5.3%	[3.1, 8.8]
	Neither supportive nor unsupportive	22.5%	[16.5, 29.9]	29.1%	[23.1, 35.9]	21.4%	[18.5, 24.7]	16.5%	[9.3, 27.6]	24.8%	[16.6, 35.5]	24.3%	[19.5, 29.9]
	Somewhat supportive	23.5%	[16.8, 31.9]	21.3%	[16.1, 27.6]	28.0%	[24.7, 31.4]	34.5%	[23.9, 46.9]	27.0%	[19.0, 36.7]	24.2%	[19.2, 29.9]
	Very supportive	35.3%	[27.9, 43.5]	42.7%	[35.8, 49.8]	39.8%	[36.2, 43.5]	28.6%	[19.1, 40.5]	36.0%	[26.8, 46.4]	43.1%	[37.1, 49.3]
Job satisfaction	Very dissatisfied	8.5%	[4.8, 14.5]	3.0%	[1.4, 6.3]	3.0%	[1.9, 4.8]	7.9%	[2.8, 20.7]	6.3%	[3.1, 12.4]	5.5%	[3.2, 9.3]
	Somewhat dissatisfied	13.9%	[8.9, 21.1]	6.0%	[3.4, 10.5]	10.0%	[8.0, 12.4]	11.2%	[5.6, 21.0]	7.7%	[3.4, 16.8]	6.9%	[4.5, 10.4]
	Neither satisfied nor dissatisfied	15.6%	[10.6, 22.4]	20.5%	[15.4, 26.7]	14.1%	[11.8, 16.9]	20.3%	[12.1, 32.0]	22.6%	[14.6, 33.3]	7.0%	[4.5, 10.8]
	Somewhat satisfied	31.8%	[24.7, 39.9]	27.9%	[22.1, 34.7]	34.6%	[31.1, 38.2]	32.1%	[22.0, 44.3]	27.9%	[20.0, 37.6]	37.0%	[31.3, 43.1]
	Very satisfied	30.2%	[23.2, 38.3]	42.6%	[35.7, 49.7]	38.3%	[34.7, 42.0]	28.5%	[19.0, 40.4]	35.5%	[26.4, 45.9]	43.6%	[37.6, 49.8]

Note: CI = confidence interval; Gray cells indicate statistically significant difference when compared to gender-nonconforming cisgender LGBQ employees. Statistical significance is not reported when n is less than 10.

Table A8. Openness about being LGBTQ at work among LGBTQ employees (N=1,902) by gender identity and conformity, Employment Experiences Survey, 2023

Openness	Cisgender LGBQ (n=1,653)						TNB (n=249)	
	Nonconforming (n=239)		Equally Conforming and Nonconforming (n=329)		Conforming (n=1,085)			
	%	95% CI	%	95% CI	%	95% CI	%	95% CI
Not out to supervisor	31.6%	[25.5, 38.4]	43.2%	[37.2, 49.4]	50.0%	[46.6, 53.3]	41.4%	[34.8, 48.0]
Not out to any co-workers	12.7%	[8.9, 18.0]	21.0%	[16.2, 26.8]	23.9%	[21.1, 26.9]	15.4%	[10.5, 20.3]
Out to a few co-workers	14.2%	[10.0, 19.8]	14.1%	[10.5, 18.6]	20.3%	[17.7, 23.1]	18.4%	[13.1, 23.8]
Out to some co-workers	10.3%	[6.6, 15.6]	14.8%	[11.0, 19.6]	15.3%	[13.1, 17.8]	13.9%	[9.4, 18.4]
Out to most co-workers	15.8%	[11.3, 21.5]	11.8%	[8.6, 16.0]	12.8%	[10.7, 15.2]	17.0%	[12.3, 21.8]
Out to all co-workers	47.0%	[40.2, 53.9]	38.3%	[32.5, 44.5]	27.8%	[24.7, 31.0]	35.2%	[28.9, 41.6]
Out to supervisor or any coworkers	88.4%	[83.3, 92.1]	80.4%	[74.7, 85.1]	77.0%	[74.0, 79.7]	84.9%	[79.3, 89.2]

Note: CI = confidence interval; Gray cells indicate statistically significant difference when compared to gender-nonconforming cisgender LGBQ employees.

Table A9. Openness about being LGBTQ at work among cisgender LGBQ employees (N=1,653) by gender conformity and gender, Employment Experiences Survey, 2023

Openness	Cisgender LB Women (n=1,179)						Cisgender GB Men (n=474)					
	Nonconforming (n=165)		Equally Conforming and Nonconforming (n=222)		Conforming (n=792)		Nonconforming (n=74)		Equally Conforming and Nonconforming (n=107)		Conforming (n=293)	
	%	95% CI	%	95% CI	%	95% CI	%	95% CI	%	95% CI	%	95% CI
Not out to supervisor	36.5%	[28.8, 44.9]	48.2%	[41.2, 55.3]	52.8%	[49.1, 56.5]	24.0%	[15.1, 36.0]	37.6%	[28.0, 48.3]	46.2%	[40.2, 52.4]
Not out to any co-workers	12.8%	[8.4, 19.0]	24.0%	[18.4, 30.7]	21.7%	[18.8, 24.9]	12.7%	[6.5, 23.4]	17.6%	[10.3, 28.4]	26.8%	[21.8, 32.5]
Out to a few co-workers	16.9%	[11.3, 24.5]	16.1%	[11.5, 22.1]	22.9%	[19.9, 26.2]	10.0%	[4.9, 19.3]	11.8%	[6.9, 19.5]	16.9%	[12.7, 22.0]
Out to some co-workers	10.0%	[5.9, 16.7]	13.4%	[9.5, 18.6]	17.8%	[15.0, 20.9]	10.7%	[5.0, 21.4]	16.4%	[10.2, 25.3]	12.1%	[8.7, 16.6]
Out to most co-workers	10.0%	[6.2, 15.7]	13.0%	[8.9, 18.6]	11.8%	[9.7, 14.3]	24.9%	[16.0, 36.7]	10.4%	[5.9, 17.7]	14.0%	[10.3, 18.8]
Out to all co-workers	50.3%	[42.1, 58.5]	33.5%	[27.1, 40.5]	25.8%	[22.7, 29.2]	41.8%	[30.3, 54.2]	43.8%	[33.9, 54.2]	30.3%	[24.8, 36.4]
Out to supervisor or any coworkers	87.8%	[81.6, 92.1]	76.8%	[70.2, 82.3]	79.1%	[75.9, 81.9]	89.5%	[78.8, 95.1]	84.5%	[73.7, 91.4]	74.2%	[68.6, 79.2]

Note: CI = confidence interval; Gray cells indicate statistically significant difference when compared to gender-nonconforming cisgender LGBQ employees. Statistical significance is not reported when n is less than 10.

Table A10. Covering behaviors at work among LGBTQ employees (N=1,902) by gender identity and conformity, Employment Experiences Survey, 2023

Category	Behavior	Cisgender LGBTQ (n=1,653)						TNB (n=249)	
		Nonconforming (n=239)		Equally Conforming and Nonconforming (n=329)		Conforming (n=1,085)			
		%	95% CI	%	95% CI	%	95% CI	%	95% CI
Overall	Any covering behavior	66.1%	[59.4, 72.2]	57.2%	[51.0, 63.1]	55.3%	[51.9, 58.7]	68.5%	[62.3, 74.7]
Specific alteration of presentation	Changed dress	29.7%	[23.6, 36.6]	22.1%	[17.4, 27.6]	13.4%	[11.4, 15.7]	35.5%	[29.2, 41.8]
	Changed appearance	25.7%	[20.2, 32.1]	22.3%	[17.5, 27.8]	14.1%	[12.1, 16.5]	35.9%	[29.6, 42.1]
	Changed voice/mannerisms	33.5%	[27.2, 40.5]	24.8%	[19.6, 30.7]	15.8%	[13.6, 18.4]	39.6%	[33.1, 46.1]
	Changed bathroom use	18.8%	[13.9, 25.0]	14.7%	[10.7, 20.0]	7.2%	[5.7, 9.2]	27.3%	[21.3, 33.3]
Hid personal life	Avoided work events/travel	28.7%	[22.7, 35.6]	23.2%	[18.0, 29.4]	16.5%	[14.1, 19.2]	28.5%	[22.5, 34.5]
	Avoided social events	44.3%	[37.5, 51.3]	31.8%	[26.2, 38.0]	28.6%	[25.6, 31.8]	37.7%	[31.3, 44.1]
	Avoided talking about family	41.9%	[35.2, 49.0]	27.9%	[22.6, 33.9]	25.6%	[22.7, 28.7]	31.6%	[25.4, 37.8]
	Avoid talking about social activities	44.6%	[37.7, 51.6]	32.1%	[26.4, 38.4]	34.8%	[31.7, 38.1]	40.9%	[34.5, 47.4]
	Hid family photos	35.5%	[29.0, 42.7]	24.7%	[19.5, 30.7]	20.8%	[18.1, 23.7]	24.4%	[18.5, 30.2]
	Not brought family to work-related events	35.6%	[29, 42.8].0	20.6%	[15.9, 26.4]	20.0%	[17.4, 23.0]	27.5%	[21.6, 33.4]

Note: CI = confidence interval; Gray cells indicate statistically significant difference when compared to gender-nonconforming cisgender employees.

Table A11. Covering behaviors at work among cisgender LGBTQ employees (N=1,653) by gender conformity and gender, Employment Experiences Survey, 2023

		Cisgender LB Women (n=1,179)						Cisgender GB Men (n=474)					
		Nonconforming (n=165)		Equally Conforming and Nonconforming (n=222)		Conforming (n=792)		Nonconforming (n=74)		Equally Conforming and Nonconforming (n=107)		Conforming (n=293)	
		%	95% CI	%	95% CI	%	95% CI	%	95% CI	%	95% CI	%	95% CI
Overall	Any covering behavior	58.3%	[50.0, 66.1]	50.3%	[43.3, 57.4]	58.6%	[54.9, 62.2]	78.4%	[67.3, 86.5]	64.8%	[54.4, 74.0]	51.0%	[44.9, 57.2]
Specific alteration of presentation	Changed dress	25.6%	[19.0, 33.5]	21.5%	[16.2, 28.0]	18.0%	[15.2, 21.1]	36.1%	[25.1, 48.9]	22.7%	[15.2, 32.5]	7.4%	[4.9, 11.1]
	Changed appearance	21.6%	[15.5, 29.1]	22.6%	[17.2, 29.2]	20.3%	[17.5, 23.6]	32.2%	[22.2, 44.1]	21.9%	[14.4, 31.7]	6.0%	[3.7, 9.6]
	Changed voice/mannerisms	25.5%	[18.9, 33.4]	16.9%	[12.1, 23.1]	18.4%	[15.7, 21.5]	46.2%	[34.4, 58.5]	33.6%	[24.5, 44.0]	12.5%	[9.0, 17.2]
	Changed bathroom use	13.0%	[8.4, 19.5]	12.7%	[8.7, 18.2]	8.0%	[6.1, 10.4]	28.1%	[18.5, 40.2]	17.0%	[10.3, 26.8]	6.2%	[3.9, 9.9]
Hid personal life	Avoided work events/travel	24.1%	[17.8, 31.7]	15.1%	[10.7, 21.0]	16.6%	[13.9, 19.7]	35.9%	[24.9, 48.7]	32.2%	[23.0, 43.1]	16.4%	[12.3, 21.5]
	Avoided social events	39.3%	[31.5, 47.7]	22.9%	[17.6, 29.4]	29.8%	[26.5, 33.4]	52.2%	[40.1, 64.0]	41.6%	[31.8, 52.2]	27.0%	[21.9, 32.8]
	Avoided talking about family	39.7%	[31.8, 48.2]	24.0%	[18.5, 30.6]	26.0%	[22.9, 29.5]	45.4%	[33.6, 57.7]	32.3%	[23.3, 42.7]	25.0%	[20.0, 30.7]
	Avoid talking about social activities	41.0%	[3.03, 49.4]	27.5%	[21.6, 34.3]	39.5%	[36.0, 43.2]	50.2%	[38.2, 62.2]	37.3%	[27.6, 48.1]	28.6%	[23.4, 34.5]
	Hid family photos	34.3%	[26.7, 42.8]	15.1%	[10.8, 20.7]	21.6%	[18.6, 25.0]	37.4%	[26.2, 50.2]	35.4%	[26.0, 46.0]	19.7%	[15.2, 25.1]
	Not brought family to work-related events	29.9%	[22.6, 38.3]	12.6%	[8.7, 17.8]	19.1%	[16.3, 22.4]	44.6%	[32.8, 57.1]	29.6%	[21.0, 40.0]	21.2%	[16.6, 26.7]

Note: CI = confidence interval; Gray cells indicate statistically significant difference when compared to gender-nonconforming cisgender LGBTQ employees.

Table A12. Impact of sexual orientation- or gender identity-based discrimination and unsupportive environments on employee retention among LGBTQ employees (N=1,902) by gender identity and conformity, Employment Experiences Survey, 2023

Category	Impact	Time	Cisgender LGBQ (n=1,653)						TNB (n=249)	
			Nonconforming (n=239)		Equally Conforming and Nonconforming (n=329)		Conforming (n=1,085)			
			%	95% CI	%	95% CI	%	95% CI	%	95% CI
Overall	Left a job due to personal treatment	Ever	48.2%	[41.3, 55.1]	34.9%	[29.2, 41.1]	25.7%	[22.8, 28.7]	56.6%	[50.1, 63.2]
	Looked for a job due to personal treatment	Ever	52.7%	[45.8, 59.5]	30.0%	[24.8, 35.9]	28.8%	[25.8, 31.9]	62.2%	[55.8, 68.7]
	Looked for a job due to workplace environment	Ever	54.5%	[47.6, 61.2]	35.5%	[29.9, 41.6]	32.9%	[29.9, 36.2]	59.4%	[52.8, 66.0]
Recent Employee Retention	Left a job due to personal treatment	Within the past year	7.6%	[4.5, 12.5]	6.4%	[4.0, 10.1]	3.7%	[2.7, 5.2]	19.7%	[14.5, 24.9]
		One to five years	24.1%	[18.4, 30.9]	12.5%	[9.2, 16.7]	8.9%	[7.3, 10.7]	23.9%	[18.2, 29.6]
		Over five years ago	16.5%	[11.9, 22.4]	16.1%	[11.7, 21.7]	13.1%	[10.8, 15.7]	13.1%	[8.4, 17.8]
	Looked for a job due to personal treatment	Within the past year	11.6%	[7.7, 17.1]	4.1%	[2.4, 7.1]	6.6%	[5.2, 8.4]	28.2%	[22.3, 34.0]
		One to five years	27.5%	[21.6, 34.3]	15.0%	[11.3, 19.6]	9.3%	[7.6, 11.2]	21.4%	[16.0, 26.8]
		Over five years ago	13.6%	[9.3, 19.6]	10.9%	[7.4, 15.7]	12.9%	[10.6, 15.6]	12.6%	[7.9, 17.3]
	Looked for a job due to workplace environment	Within the past year	15.5%	[10.7, 21.8]	10.4%	[7.3, 14.5]	8.2%	[6.6, 10.1]	27.9%	[22.2, 33.6]
		One to five years	20.9%	[15.9, 27.0]	13.2%	[9.6, 18.0]	11.8%	[9.9, 13.9]	21.9%	[16.5, 27.4]
		Over five years ago	18.1%	[13.0, 24.6]	12.0%	[8.5, 16.6]	13.0%	[10.8, 15.6]	9.6%	[5.5, 13.7]
Current Employee Retention	Considered leaving due to workplace environment	Ever	22.4%	[17.0, 29.0]	17.5%	[13.2, 22.9]	10.3%	[8.5, 12.5]	23.6%	[18.1, 29.1]
	Took steps toward finding another job due to workplace environment	Ever	76.3%	[61.6, 86.6]	58.9%	[43.8, 72.5]	66.6%	[56.6, 75.4]	72.2%	[60.6, 83.7]

Note: CI = confidence interval; Gray cells indicate statistically significant difference when compared to gender-nonconforming cisgender LGBQ employees.

Table A13. Impact of sexual orientation-based discrimination and unsupportive environments on employee retention among cisgender LGBTQ employees (N=1,653) by gender conformity and gender, Employment Experiences Survey, 2023

Category	Impact	Time	Cisgender LB Women (n=1,179)						Cisgender GB Men (n=474)					
			Nonconforming (n=165)		Equally Conforming and Nonconforming (n=222)		Conforming (n=792)		Nonconforming (n=74)		Equally Conforming and Nonconforming (n=107)		Conforming (n=293)	
			%	95% CI	%	95% CI	%	95% CI	%	95% CI	%	95% CI	%	95% CI
Overall	Left a job due to personal treatment	Ever	40.7%	[32.7, 49.2]	26.9%	[20.9, 33.9]	26.8%	[23.6, 30.3]	60.0%	[47.8, 71.1]	43.8%	[34.0, 54.2]	24.1%	[19.2, 29.8]
	Looked for a job due to personal treatment	Ever	44.6%	[36.5, 53.0]	25.2%	[19.4, 32.1]	30.5%	[27.2, 34.1]	65.5%	[53.5, 75.8]	35.4%	[26.5, 45.4]	26.5%	[21.4, 32.3]
	Looked for a job due to workplace environment	Ever	48.6%	[40.4, 56.9]	35.0%	[28.4, 42.3]	35.6%	[32.1, 39.2]	63.8%	[51.7, 74.4]	36.1%	[27.0, 46.2]	29.5%	[24.2, 35.3]
Recent Employee Retention	Left a job due to personal treatment	Within the past year	8.1%	[4.3, 14.7]	5.1%	[2.8, 8.9]	4.1%	[2.8, 6.0]	6.9%	[2.8, 16.0]	7.8%	[3.8, 15.2]	3.2%	[1.7, 5.8]
		One to five years	19.7%	[13.8, 27.4]	11.3%	[7.7, 16.4]	12.1%	[9.9, 14.8]	31.0%	[20.6, 43.7]	13.8%	[8.7, 21.2]	4.6%	[2.8, 7.5]
		Over five years ago	12.9%	[8.1, 19.7]	10.5%	[6.4, 16.8]	10.6%	[8.5, 13.1]	22.2%	[13.8, 33.7]	22.3%	[14.7, 32.3]	16.3%	[12.1, 21.7]
	Looked for a job due to personal treatment	Within the past year	9.3%	[5.3, 15.8]	3.4%	[1.8, 6.6]	8.0%	[6.1, 10.4]	15.2%	[8.3, 26.2]	4.9%	[2.1, 10.9]	4.8%	[3.0, 7.8]
		One to five years	23.9%	[17.6, 31.5]	11.5%	[7.8, 16.7]	12.0%	[9.8, 14.6]	33.3%	[22.5, 46.1]	18.9%	[12.7, 27.2]	5.7%	[3.6, 8.8]
		Over five years ago	11.5%	[6.6, 19.2]	10.3%	[6.2, 16.6]	10.5%	[8.4, 13.1]	17.0%	[9.8, 27.9]	11.6%	[6.5, 20.0]	16.0%	[11.7, 21.4]
	Looked for a job due to workplace environment	Within the past year	10.6%	[6.2, 17.5]	10.1%	[6.6, 15.0]	9.7%	[7.6, 12.1]	23.1%	[14.0, 35.8]	10.7%	[5.9, 18.4]	6.3%	[4.1, 9.5]
		One to five years	19.3%	[13.8, 26.4]	11.5%	[7.6, 17.0]	15.5%	[13.0, 18.4]	23.4%	[14.7, 35.1]	15.1%	[9.3, 23.8]	6.9%	[4.4, 10.4]
		Over five years ago	18.6%	[12.4, 27.0]	13.5%	[8.8, 20.1]	10.5%	[8.4, 13.0]	17.2%	[9.7, 28.7]	10.3%	[5.8, 17.4]	16.3%	[12.1, 21.6]
Current Employee Retention	Considered leaving due to workplace environment	Ever	18.3%	[12.8, 25.5]	13.4%	[9.4, 18.8]	11.2%	[9.1, 13.8]	28.9%	[18.8, 41.7]	22.1%	[14.6, 32.0]	9.1%	[6.2, 13.3]
	Took steps toward finding another job due to workplace environment	Ever	67.7%	[47.0, 83.2]	57.1%	[38.5, 73.8]	64.9%	[53.9, 74.5]	84.9%	[63.8, 94.7]	60.2%	[37.9, 78.9]	69.5%	[48.6, 84.5]

Note: CI = confidence interval; Gray cells indicate statistically significant difference when compared to gender-nonconforming cisgender LGBTQ employees. Statistical significance is not reported when n is less than 10.

Additional analyses presented in this paper are on file with the authors.