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In the  
Supreme Court of the United States

*Petitioner*

*Respondent*

*Petitioner*

\_\_\_\_\_  
*Respondents*

\_\_\_\_\_  
**BRIEF OF THE SOUTHERN POVERTY LAW  
CENTER, CHILDREN'S DEFENSE FUND, DOMOS,  
ECONOMIC POLICY INSTITUTE, NATIONAL  
ASSOCIATION OF SOCIAL WORKERS, NATIONAL  
CENTER FOR LAW AND ECONOMIC JUSTICE,  
POVERTY & RACE RESEARCH ACTION  
COUNCIL, AND 9TO5, NATIONAL ASSOCIATION  
OF WORKING WOMEN AS AMICI CURIAE IN  
SUPPORT OF THE EMPLOYEES**

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*Oncala*

**ARGUMENT**

- I. LGBT PEOPLE, AND ESPECIALLY LGBT WOMEN AND PEOPLE OF COLOR, EXPERIENCE SEX-BASED DISCRIMINATION IN THE WORKPLACE.**

**A. LGBT People Face Workplace  
Discrimination At Alarming Rates.**

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*Working for Inclusion*  
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*Adult LGBT Population in the United States*

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*Discrimination in America: Experiences and  
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*Documented Evidence of Employment Discrimination & Its  
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*Id.*

*Id.*

*See generally*

*EEOC v. Pallet Cos.*

**B. Discrimination Is Even Worse For LGBT  
Women And People Of Color**

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*Multnomah Education Service  
District terminates 2014 teacher of the year*

*South Carolina police chief fired  
for being gay? Yup, that can happen*

*Schroer v. Billington*

*See e.g. Lam*

*pretext*

*Price*

*Waterhouse v. Hopkins*

*See*

**A. Without Title VII's Protections, LGBT People Would Face Unemployment And Associated Harms.**  
**1. Unemployment Harms LGBT People.**

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*Working for Inclusion*

*Sustained, High Joblessness Causes Lasting Damage to Wages, Benefits, Income, and Wealth*

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*Long-Term unemployment and poverty produce a vicious cycle*





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*Id.*

*Homelessness in America: Overview of Data and Causes*

*Serving Our Youth: Findings from a National Survey of Service Providers Working with Lesbian, Gay, Bisexual, and Transgender Youth Who Are Homeless or At Risk of Becoming Homeless*

*Working for Inclusion*









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*See e.g.*

*Changes in Attitudes Toward Homosexuals*

*Does Contact with Lesbians and Gays Lead to Friendlier Attitudes? A Two Year Longitudinal Study*

*Being a Good Neighbor: Can Students Come to Value Homosexual Persons?*

*Ambivalence, the Intergroup Contact Hypothesis, and Attitudes about Gay Rights*

*see also Gay Acquaintanceship and Attitudes toward Homosexuality: A Conservative Test,*

**CONCLUSION**

*Counsel of Record*

*Counsel for Amici Curiae*