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Legal Defense Fund Joins Effort to Extend Title VII Protections to LGBTQ Individuals

The NAACP Legal Defense Fund (LDF), joined the Lawyers' Committee for Civil Rights Under Law, The Leadership Conference on Civil and Human Rights, and 56 of the nation's premier civil rights organizations as amici curiae in *Botstock v. Clayton County, Georgia* and two companion cases that the Supreme Court will consider in its next term, in which amici urge the Court to recognize that the workplace anti-discrimination protections in Title VII apply to LGBTQ individuals.

Enacted as part of the Civil Rights Act of 1964, Title VII was designed to eliminate discrimination in employment. The systematic racial discrimination against African Americans in the workplace was the initial impetus for the law, but it is well-established that Title VII protects against disparate treatment based on other characteristics including sex, national origin, and religion. The primary objective of Title VII is the removal of obstacles that prevent employees of all backgrounds from fully contributing to the economy and having access to economic resources essential for equity and opportunity.

"LDF has been at the forefront of litigating claims on behalf of employees under Title VII," said Janai Nelson, Associate Director-Counsel. "LDF has used Title VII to combat rampant anti-Black discrimination in the workplace since we successfully litigated the very first Title VII case that went to the Supreme Court in 1965, just 3 months after the law went into effect. Despite progress, discrimination in the workplace persists, and LGBTQ people of color, in particular, are frequently subject to mistreatment and denied equal opportunities at work. Justice and fairness demand that the Supreme Court recognize that Title VII's protections apply to LGBTQ individuals."

Read the brief signed by LDF [here](#).

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Founded in 1940, the NAACP Legal Defense and Educational Fund, Inc. (LDF) is the nation's first civil and human rights law organization and has been completely separate from the National Association for the Advancement of Colored People (NAACP) since 1957—although LDF was originally founded by the NAACP and shares its commitment to equal rights. LDF's Thurgood Marshall Institute is a multi-disciplinary and collaborative hub within LDF that launches targeted campaigns and undertakes innovative research to shape the civil rights narrative. In media attributions, please refer to us as the NAACP Legal Defense Fund or LDF.

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