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IDRA Praises Supreme Court Ruling Affirming Rights of LGBTQ Employees to be Free From Discrimination

San Antonio, June 15, 2020 - IDRA applauds the U.S. Supreme Court's decision today that Title VII of the Civil Rights Act of 1964 prohibits employment discrimination on the basis of sexual orientation and gender identity.

"This is a historic moment for LGBTQ educators who have long feared persecution," said IDRA President & CEO Celina Moreno. "It is also particularly significant for LGBTQ people of color, who are most likely to be fired because of their gender identity or sexual orientation."

While today's ruling applies to the workplace, it is also momentous for LGBTQ students who often face attacks and discrimination daily in our schools. Across the country, 85% of LGBTQ students report facing verbal harassment, more than one in four are physically harassed at school, and half are threatened by their classmates.

"Today's ruling provides hope that the Supreme Court could soon apply a similar interpretation to Title IX, which prohibits discrimination on the basis of sex and must also



protect students from discrimination based on gender identity and sexual orientation," Moreno said. "Schools should be safe places for teachers to teach and students to learn, free from bias and discrimination."

IDRA affirms the rights of students to:

- Be called by the pronouns with which they identify,
- Not be disciplined differently because they identify or are perceived as LGBTQ,
- Dress according to their gender identity,
- Use the locker room or restroom that aligns with their gender identity,
- Be free from bullying and harassment, and
- Enjoy equal educational opportunities.

The **IDRA EAC-South** carries out an important mandate for justice and equity in all our schools, including technical assistance and training for Title IX. From school district administrators in Georgia and Texas to teachers in Virginia, the IDRA EAC- *South* provides training for school districts to ensure safe and equitable school environments for all students.

[See the Supreme Court decision.](#)

Resources for Schools

[School Climate Affects LGBTQ Student Well-being](#) - Infographic

[Making Schools Safe Learning Havens for LGBTQ Students](#) - IDRA Newsletter article

[Equity and Justice for LGBTQ Students - Teacher Responsibilities](#) - IDRA Newsletter article

[3 Ways to Make Schools Safe for LGBTQ Students](#) - Podcast Episode 189

[Teacher Responsibilities in Supporting LGBTQ Students](#) - Podcast Episode 184

[Supporting LGBTQ Students Faced with Harassment](#) - Podcast Episode 176

[Resource List for Supporting LGBTQ Students](#)

School Climate Affects LGBTQ Student Well-being

60% of LGBTQ students feel unsafe at school.

35% of LGBTQ students missed at least one entire day of school in the past month because they felt unsafe or uncomfortable.

92% of LGBTQ students felt distressed by hearing anti-LGBTQ remarks at school.

57% of students reported hearing homophobic remarks from their teachers or other school staff.

Lesbian, gay, and bisexual youth are 3-5 times more likely to attempt suicide.

42% of transgender people will attempt suicide in their lifetime.

62% of LGBTQ students report experiencing LGBTQ-related discriminatory policies or practices at school.

Some schools have policies prohibiting students from...

- discussing or writing about LGBTQ topics in school assignments;
- attending a dance or function with someone of the same gender;
- wearing clothing or items supporting LGBTQ issues; and
- using the preferred name or pronoun of transgender and gender nonconforming students.

LGBTQ students who experienced higher levels of victimization because of their sexual orientation or gender expression...

- Were nearly **three times as likely** to have missed school in the past month than those who experienced lower levels;
- Had **lower grade point averages** than students who were less often harassed;
- Were **twice as likely** to report that they did not plan to pursue college than those who experienced lower levels; and
- Were **more likely** to have been disciplined at school.

Students who feel safe and supported at school naturally do better in school

Effective School-based Supports...

- Inclusive curriculum
- Supportive educators
- Non-discriminatory school policies
- Using the Chosen Name of Trans Youths
- Staff training
- Supportive of student clubs

Data Sources: The 2017 National School Climate Survey, GLSEN; Side by Side, 2019

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The Intercultural Development Research Association is an independent, non-profit organization. Our mission is to achieve equal educational opportunity for every child through strong public schools that prepare all students to access and succeed in college. IDRA strengthens and transforms public education by providing dynamic training; useful research, evaluation, and frameworks for action; timely policy analyses; and innovative materials and programs.

We are committed to the IDRA valuing philosophy, respecting the knowledge and skills of the individuals we work with and build on the strengths of the students and parents in their schools.