

Kansas Human Rights Commission Concurs with the U.S. Supreme Court's *Bostock* Decision

August 21, 2020

The Kansas Human Rights (KHRC) Commission Board met August 21, 2020 to consider the U.S. Supreme Court's decision in *Bostock v. Clayton County* and its impact on the KHRC's interpretation of the Kansas Act Against Discrimination. The U.S. Supreme Court ruling in *Bostock* determined that Title VII's "sex" discrimination prohibition includes employment discrimination on the basis of homosexuality and transgender status. Effective today, the Kansas Human Rights Commission will begin accepting complaints of "sex" discrimination in employment, housing, and public accommodations wherein allegations include discrimination based on LGBTQ and all derivatives of "sex".

A guidance document will be forthcoming that the Kansas Act Against Discrimination's employment, housing, and public accommodation anti-discrimination provisions for "sex" are inclusive of LGBTQ and all derivatives of "sex". The guidance document will be submitted to the Commission Board for their review and approval at a date in the near future, but yet to be determined. The guidance will be issued pursuant to K.S.A. 77-438. The guidance document will be posted to the Commission's website of www.khrc.net.

Information about the U.S. Supreme Court's decision in *Bostock* can be found on the U.S. Supreme Court's website at: https://www.supremecourt.gov/opinions/19pdf/17-1618_hfci.pdf