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LGBTQ People's Experiences of Workplace Discrimination and Harassment

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RESEARCH THAT MATTERS

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# LGBTQ PEOPLE'S EXPERIENCES OF WORKPLACE DISCRIMINATION AND HARASSMENT 2023

August 2024

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## EXECUTIVE SUMMARY

Over 8 million workers in the U.S. identify as LGBTQ.<sup>1</sup> Employment discrimination and harassment based on sexual orientation and gender identity have been widely documented.<sup>2</sup> Recent research has found that LGBTQ people continue to face mistreatment in the workplace,<sup>3</sup> even after the U.S. Supreme Court held in 2020 that discrimination based on sexual orientation and gender identity is prohibited by Title VII of the Civil Rights Act of 1964.<sup>4</sup> Experiences of workplace discrimination and harassment negatively impact employees' health and well-being, as well as their job commitment, satisfaction, and productivity. These primary effects can, in turn, result in higher costs and other negative outcomes for employers.<sup>5</sup>

This report examines experiences of discrimination and harassment against LGBTQ employees using a survey of 1,902 LGBTQ adults in the workforce conducted in the summer of 2023. It is based on a similar study published by the Williams Institute in 2021.<sup>6</sup> This report examines the lifetime, five-year, and past-year workplace experiences of LGBTQ employees. It compares the experiences of transgender and nonbinary (TNB) employees to those of cisgender LGBQ employees, LGBTQ employees of color to those of White LGBTQ employees, and LGBTQ employees who are out to at least someone in the workplace compared to those who are out to no one.

Our analysis indicates that employment discrimination against LGBTQ people continues to be persistent and widespread. Almost half (47%) of LGBTQ employees reported experiencing discrimination or harassment at work (including being fired, not hired, not promoted, or being verbally, physically, or sexually harassed) because of their sexual orientation or gender identity during their lifetime. Notably, across all six primary measures of lifetime experiences of discrimination and harassment, TNB employees reported higher rates than cisgender employees, people of color reported higher rates than White employees, and those who were out reported higher rates than those who were out to no one in the workplace.

This discrimination and harassment are ongoing: 17% of LGBTQ employees reported that they experienced discrimination or harassment within the past year. TNB employees were more than twice as likely as cisgender LGBQ employees to report experiencing discrimination (22% vs. 9%) or harassment (26% vs. 10%) in the past year. LGBTQ employees of color were also approximately twice as likely to experience discrimination (15% vs 7%) and harassment (16% vs. 9%) in the past year compared to White LGBTQ employees.

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<sup>1</sup> KERITH J. CONRON & SHOSHANA K. GOLDBERG, WILLIAMS INST., LGBT PEOPLE IN THE US NOT PROTECTED BY STATE NON-DISCRIMINATION STATUTES 1 (2020), <https://williamsinstitute.law.ucla.edu/publications/lgbt-nondiscrimination-statutes/>.

<sup>2</sup> See, e.g., Equality Act, Hearing Before the Senate Judiciary Comm., 117th Cong. (2021) (Statement of M.V. Lee Badgett), <https://williamsinstitute.law.ucla.edu/wp-content/uploads/Testimony-Equality-Act-LGBT-Employment-Mar-2021.pdf>.

<sup>3</sup> BRAD SEARS ET AL., WILLIAMS INST., LGBT PEOPLE'S EXPERIENCES OF WORKPLACE DISCRIMINATION AND HARASSMENT (2021), <https://williamsinstitute.law.ucla.edu/wp-content/uploads/Workplace-Discrimination-Sep-2021.pdf>.

<sup>4</sup> *Bostock v. Clayton Cty*, 140 S. Ct. 1731 (2020).

<sup>5</sup> M.V. LEE BADGETT ET AL., WILLIAMS INST., THE BUSINESS IMPACT OF LGBT-SUPPORTIVE WORKPLACE POLICIES (2013), <https://williamsinstitute.law.ucla.edu/publications/impact-lgbt-supportive-workplaces/>.

<sup>6</sup> SEARS ET AL., *supra* note 3.

Many employees also reported engaging in behaviors to avoid discrimination and harassment, including hiding their LGBTQ identity and changing their physical appearance. Nearly half (46%) of LGBTQ employees said that they are not open about being LGBTQ to their current supervisor, and one-fifth (21%) are not out to any of their coworkers. LGBTQ employees who were out to at least a few coworkers and/or their supervisor were three times more likely to report experiencing discrimination (39% vs. 12%) and more than twice as likely to report harassment (42% vs. 17%) than those who were not out to anyone at work. LGBTQ employees who were out to at least someone in the workplace were four times more likely to have experienced discrimination in the past year (12% vs 3%).

More than half of LGBTQ employees (58%) reported engaging in covering behaviors at their current job to avoid harassment or discrimination related to sexual orientation or gender identity. Some employees even left their jobs or considered leaving because of unfair treatment. One-third (33%) reported that they had left a job at some point in their lives because of how their employer treated them based on their sexual orientation or gender identity.

## KEY FINDINGS

- **Lifetime Experiences:** One-third of LGBTQ employees (34%) reported experiencing at least one form of employment discrimination (including being fired, not hired, or not promoted), and 37% of LGBTQ employees reported experiencing at least one form of harassment at work due to their sexual orientation or gender identity at some point in their lives.
  - **Discrimination:** About one in five LGBTQ employees reported being fired (21%), not hired (23%), and/or not promoted (22%) because of their sexual orientation or gender identity at some point in their lives.
    - More than half of TNB employees (55%) reported experiencing discrimination compared to 31% of cisgender LGBQ employees.
    - LGBTQ employees of color (42%) were more likely to report experiencing discrimination than White employees (27%).
  - **Harassment:** Thirty percent of LGBTQ employees reported experiencing verbal harassment at work because of their sexual orientation or gender identity. One in five (22%) LGBTQ employees reported sexual harassment, and one in six (16%) reported physical harassment at work because of their sexual orientation or gender identity.
    - More than half of TNB employees (57%) reported at least one form of harassment compared to about one-third of cisgender LGBQ employees (35%).
  - **Unfair Treatment:** About one-third of LGBTQ employees (35%) reported being treated unfairly at work because of their sexual orientation or gender identity. More than half of TNB employees (55%) reported being treated unfairly compared to one-third of cisgender employees (33%).
- **Recent Experiences:** LGBTQ people continue to experience workplace discrimination and harassment, even after the U.S. Supreme Court extended LGBTQ protections from sexual orientation and gender identity discrimination nationwide in *Bostock v. Clayton County*. Twenty-two percent of LGBTQ employees said they had experienced discrimination based on their sexual orientation or gender identity within the past five years; an additional 11% said they

had these experiences over five years ago. Similarly, 24% of LGBTQ employees experienced harassment within the past five years; an additional 14% said they had these experiences over five years ago.

- Eleven percent of LGBTQ employees said they experienced discrimination based on their sexual orientation or gender identity within the past year, and 12% experienced harassment within the past year.
- TNB employees and LGBTQ employees of color were more likely to experience recent discrimination and harassment than cisgender LGBTQ employees and White LGBTQ employees. TNB employees were more than twice as likely as cisgender LGBTQ employees to report experiencing discrimination (22% vs. 9%) or harassment (26% vs. 10%) in the past year. Similarly, LGBTQ employees of color were more likely to experience discrimination (15% vs 7%) and harassment (16% vs. 9%) in the past year compared to White LGBTQ employees.
- **Workplace Culture:** Almost three-quarters (72%) of LGBTQ employees reported that they heard negative comments, slurs, or jokes about LGBTQ people at work at some point in their lives. More than half of LGBTQ employees (57%) reported hearing negative comments at work within the past five years; over one-third (36%) reported hearing negative comments within the past year.
  - More than half of TNB employees (53%) reported hearing negative comments in the past year compared to a third of cisgender LGBTQ employees (34%).
- **Experiences at Current Job:** About one-quarter of LGBTQ employees (24%) reported one or more adverse workplace experiences related to their sexual orientation or gender identity at their current job. These experiences included being verbally harassed, physically harassed, sexually harassed, being denied a promotion or other opportunities, or being treated unfairly at work based on their LGBTQ status.
  - Both TNB employees (32%) and LGBTQ employees of color (29% vs. 20%) were more likely to report one or more adverse workplace experiences related to their sexual orientation or gender identity at their current job compared to cisgender LGBTQ employees (23%) and White LGBTQ employees (20%).
- **Out at Work:** Many LGBTQ people avoid discrimination and harassment in the workplace by not being out to their supervisors and coworkers. Nearly half (46%) of LGBTQ employees said that they are not open about being LGBTQ to their current supervisor, and one-fifth (21%) are not out to any of their coworkers.
  - 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 or gender identity as LGBTQ employees who were not out to anyone at work.
  - LGBTQ employees who were out to at least some coworkers and/or their supervisor were four times more likely to have experienced discrimination in the past year than employees who were not out (12% vs 3%).

- LGBTQ employees who were out at work were also more likely to have experienced verbal harassment (35% vs. 11%), physical harassment (19% vs. 5%), or sexual harassment (25% vs. 10%) at work at some point in their lives compared to LGBTQ employees who were not out.
- **Covering:** More than half of LGBTQ employees (58%) reported engaging in “covering” behaviors in order to avoid harassment or discrimination at work, including changing their physical appearance; changing when, where, or how frequently they used the bathroom; and avoiding talking about their families or social lives at work.
  - TNB employees were significantly more likely to engage in covering behaviors than cisgender LGBTQ employees. TNB employees were twice as likely as cisgender LGBTQ employees to report changing their voice or mannerisms (40% vs. 20%); their physical appearance (36% vs. 17%); how they dress at work (36% vs. 17%); and where, when, or how frequently they used a bathroom (27% vs 10%, respectively).
- **Retention:** One-third (33%) of LGBTQ employees reported that they had left a job at some point in their lives because of how they were treated by their employer based on their sexual orientation or gender identity. In the past year, 6% reported leaving a job due to personal treatment. Due to the workplace environment at their current job, 15% of LGBTQ employees have considered leaving.
  - TNB employees were four times as likely to report that they left a job (20% vs. 5%) within the past year due to personal treatment compared to cisgender LGBTQ employees. TNB employees were also more likely to report that they have considered leaving their current jobs due to an unsupportive environment for LGBTQ people compared to cisgender employees (24% vs. 13%).
  - Nine percent of LGBTQ employees of color reported having left a job in the past year due to personal treatment compared to 5% of White LGBTQ employees. LGBTQ employees of color were also more likely to have considered leaving their current jobs due to an unsupportive environment for LGBTQ people than White LGBTQ employees (18% vs. 11%).

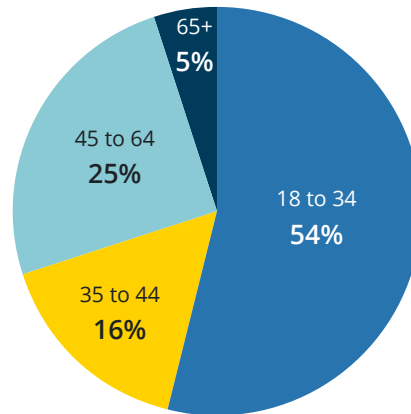


## RESULTS

### DEMOGRAPHICS

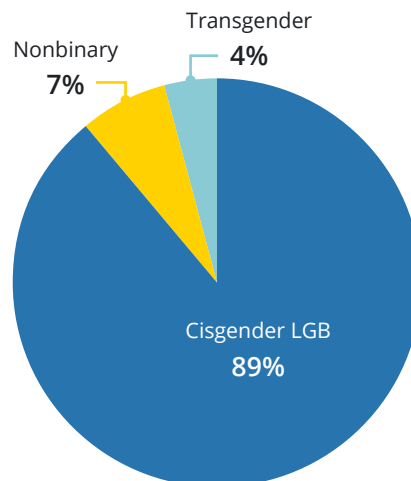
Nearly 2,000 (1,902) LGBTQ adults in the workforce responded to our survey conducted in July 2023. Half of the respondents were under age 35, and 70% were under the age of 45.

Figure 1. Respondents by age cohort



Eleven percent of respondents identified as transgender or nonbinary. In terms of sexual orientation, most respondents identified as bisexual (60%). Thirty-seven percent identified as lesbian or gay. Less than 3% identified as something else, "not sure," or straight.

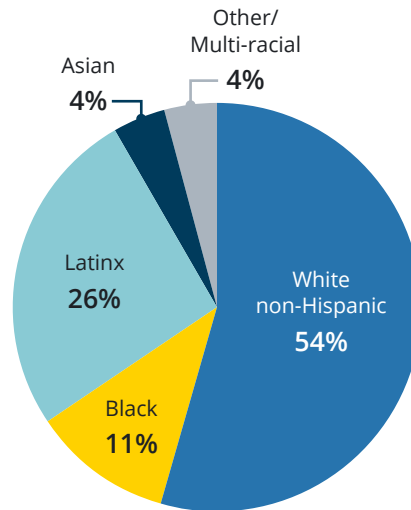
Figure 2. Respondents by gender identity





Forty-six percent of respondents identified as people of color, including 11% as Black and 26% as Latinx<sup>7</sup>.

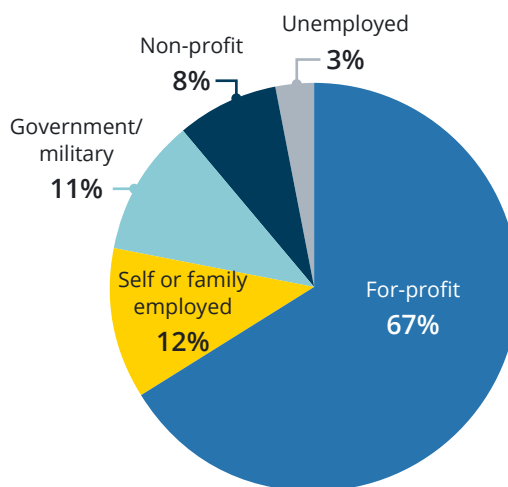
**Figure 3. Respondents by race/ethnicity**



Over half of respondents (53%) were living with a spouse, legally recognized partner, or unmarried partner. Of those living with a partner, 54% identified their partner as male, 38% as female, and 7% as transgender (3%) or nonbinary (4%).

Fifty-six percent of respondents did not have a bachelor's degree, and half were making less than \$50,000 a year, with 18% making less than \$25,000 a year. Sixteen percent were making \$100,000 or more a year. Almost all respondents were currently working (97%), with two-thirds (67%) working in the private sector. Eleven percent were working for the government or military, and 8% were working in the non-profit sector.

**Figure 4. Respondents by employment sector**

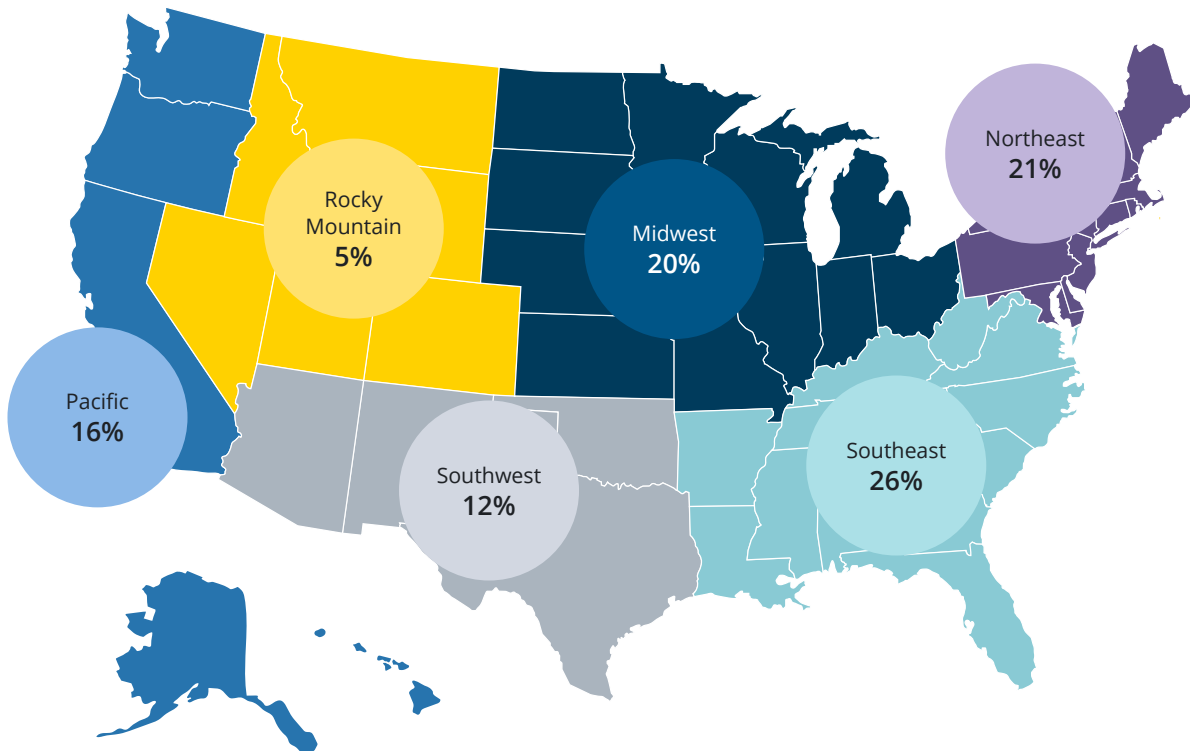


<sup>7</sup> Latinx respondents include respondents of all races who indicated that they are Hispanic. The other race/ethnicity categories do not include anyone who identifies as Hispanic.

In terms of geography, the distribution of LGBTQ respondents reflected that of the general population of the United States.<sup>8</sup>

REGION	%
Pacific	16%
Rocky Mountain	5% (for reference, total West and Pacific for U.S. is 23.6%)
Southeast	26%
Southwest	12% (for reference, total South is 38.9%)
Midwest	20% (for reference vs. 20.6% total population)
Northeast	21% (for reference vs. 17% total population)

Figure 5. Respondents by region



<sup>8</sup> For regional distribution of the general population, see U.S. Census Bureau, *United States Population Growth by Region*, [https://www.census.gov/popclock/data\\_tables.php?component=growth](https://www.census.gov/popclock/data_tables.php?component=growth) (2023 data) (last visited July 25, 2023).

This report compares the experiences of transgender and nonbinary (TNB) employees to those of cisgender LGBQ employees, LGBTQ employees of color to those of White LGBTQ employees, and LGBTQ employees who are out to at least someone in the workplace to those who are not out to anyone in the workplace. There are some demographic differences to keep in mind when considering the differences in workplace experiences between these groups:<sup>9</sup>

- **TNB vs. cisgender LGBQ employees:** As a group, TNB employees are younger than cisgender LGBQ employees, less likely to have education beyond a Bachelor's degree, and have lower annual incomes.
  - Eighty percent of TNB adult employees are between the ages of 18 and 34 compared to 51% of cisgender LGBQ employees. One-third (33%) of cisgender LGBQ employees are over the age of 45 compared to 8% of TNB employees.
  - In terms of education, cisgender LGBQ employees are twice as likely as TNB employees to have more than a Bachelor's degree (16% v. 8%).
  - While 31% of TNB employees report annual incomes of less than \$25,000, only 17% of cisgender LGBQ employees do. Over half (52%) of cisgender LGBQ employees report annual incomes of \$50,000 or more compared to only about one-third (32%) of TNB employees.
- **LGBTQ employees of color vs. White LGBTQ employees:** LGBTQ employees of color are younger than White LGBTQ employees. They are more likely to live in the Southwest and less likely to live in the Midwest.
  - Sixty-three percent of LGBTQ employees of color are between the ages of 18 and 34 compared to 46% of White LGBTQ employees. Twice as many White LGBTQ employees are over the age of 45 compared to LGBTQ employees of color (39% v. 19%).
  - LGBTQ employees of color are almost twice as likely to live in the Southwest as White LGBTQ employees (16% v. 9%). This difference primarily results from the greater percentage of Latinx LGBTQ employees who live in the Southwest.
  - Almost one in four (24%) White LGBTQ employees lives in the Midwest compared to only 14% of LGBTQ employees of color.
- **LGBTQ employees who are out to at least someone in the workplace vs. those who are not out to anyone:** LGBTQ employees who are not out to anyone in the workplace are more likely to identify as bisexual and less likely to identify as gay or lesbian than those who are out to at least someone at work (supervisor and/or coworkers).
  - Bisexual employees make up almost three-fourths of those who are not out to anyone in the workplace (73%) compared to 57% of those who are out to at least someone in the workplace. Put differently, approximately one in four (25%) bisexual employees are not out to anyone in the workplace compared to 15% of gay men and 9% of lesbian employees.

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<sup>9</sup> Analysis on file with authors.

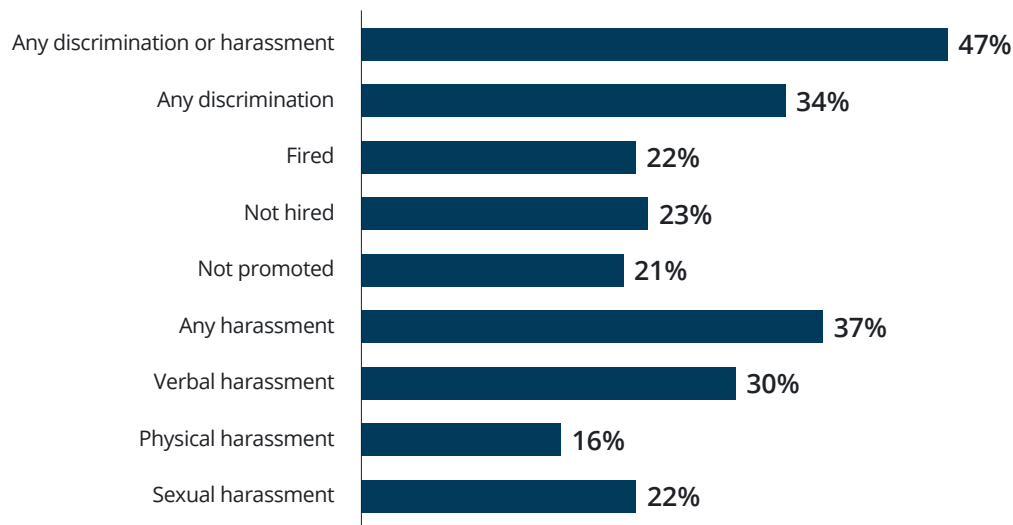
## LIFETIME EXPERIENCES OF DISCRIMINATION AND HARASSMENT

Nearly half of LGBTQ employees (47%) reported that they experienced employment discrimination or harassment because of their sexual orientation or gender identity at some point in their lives. The types of employment discrimination and harassment reported by LGBTQ employees ranged from being fired, not hired, or not promoted to experiencing verbal, physical, or sexual harassment because of their sexual orientation or gender identity.

About one-third (34%) of LGBTQ employees reported experiencing at least one form of employment discrimination (being fired, not hired, or not promoted) because of their sexual orientation or gender identity at some point in their lives. More specifically, about one in five LGBTQ employees reported being fired (21%), not hired (23%), and/or not promoted (22%) because of their sexual orientation or gender identity.

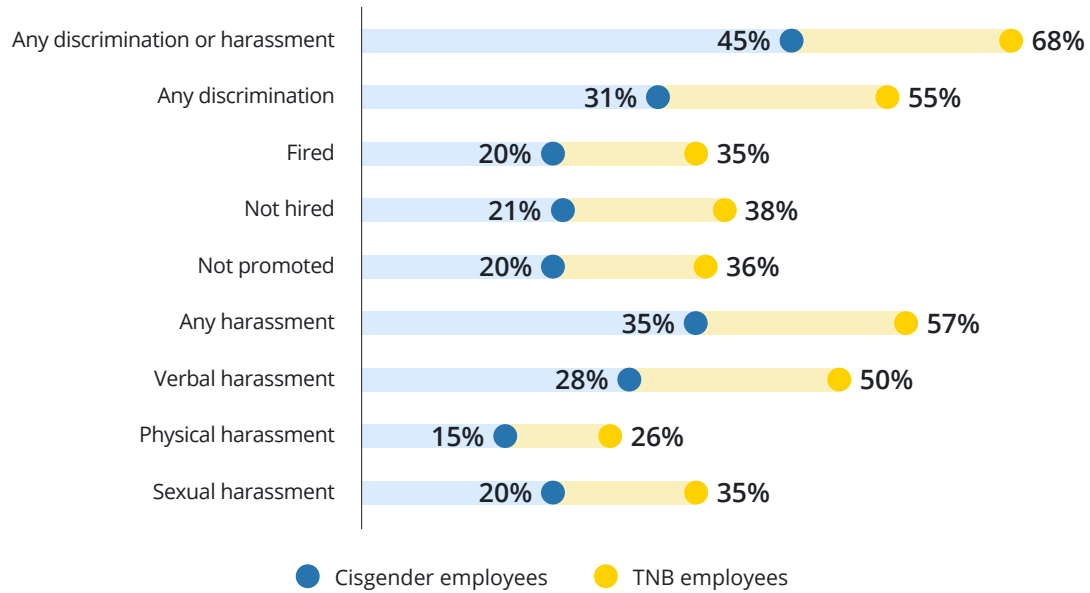
Similarly, over one-third (37%) of LGBTQ employees reported experiencing at least one form of harassment at work at some point in their lives. More specifically, 30% of LGBTQ employees reported experiencing verbal harassment, 16% reported physical harassment, and 22% reported sexual harassment at work because of their sexual orientation or gender identity.

**Figure 6. Lifetime experiences of discrimination and harassment based on LGBTQ status among LGBTQ employees**



TNB employees reported higher rates of experiencing discrimination or harassment because of their sexual orientation or gender identity compared to cisgender LGBQ employees (68% vs. 45%). More than half of TNB employees (55%) reported some form of discrimination compared to less than one-third of cisgender LGBQ employees (31%). TNB employees were more likely to report each form of discrimination than cisgender LGBQ employees, including being fired (35% vs. 20%), not hired (38% vs. 21%), and not promoted (36% vs. 20%) because of their LGBTQ status. Similarly, more than half of TNB employees (57%) reported some form of harassment compared to about one-third of cisgender LGBQ employees (35%). TNB employees were more likely to report experiencing each form of harassment than cisgender LGBQ employees, including verbal harassment (50% vs. 28%), physical harassment (26% vs. 15%), or sexual (35% vs. 20%) harassment because of their LGBTQ status.

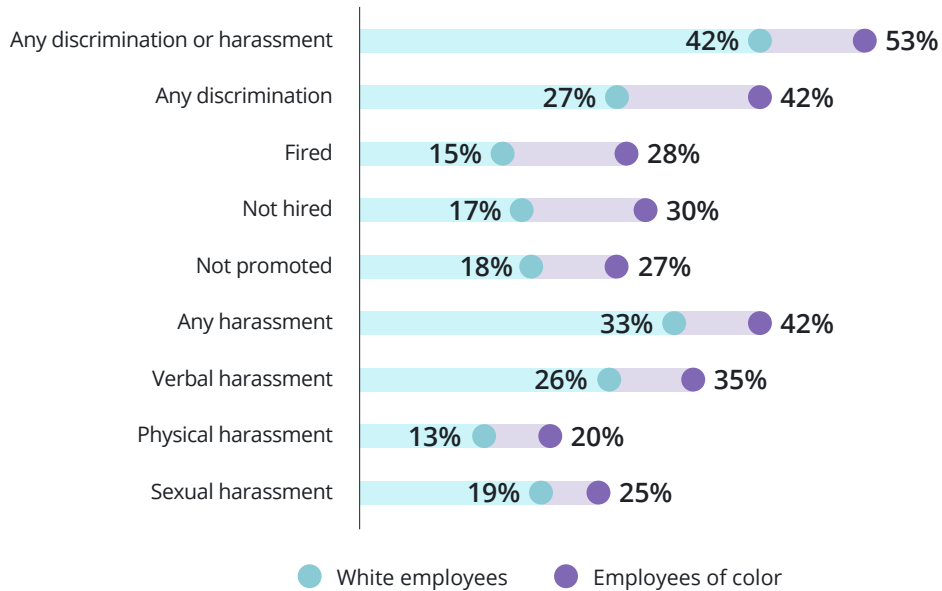
**Figure 7. Lifetime experiences of discrimination and harassment based on LGBTQ status among LGBTQ employees by gender identity**



Note: P-value less than 0.05 when comparing cisgender employees to TNB employees across all measures shown

LGBTQ employees of color were also more likely to report experiencing discrimination and harassment at work due to their sexual orientation or gender identity compared to White LGBTQ employees. LGBTQ employees of color were more likely to report experiencing at least one form of discrimination than White employees (42% vs. 27%). More specifically, LGBTQ employees of color were more likely than White LGBTQ employees to report being fired (28% vs. 15%), not hired (30% vs. 17%), or not promoted (27% vs. 18%) based on their LGBTQ status at some point in their lives. LGBTQ employees of color were also more likely to report experiencing at least one form of harassment compared to White LGBTQ employees (42% vs. 33%), including verbal harassment (35% vs. 26%), physical harassment (20% vs. 13%), and sexual harassment (25% vs. 19%).

**Figure 8. Lifetime experiences of discrimination and harassment based on LGBTQ status among LGBTQ employees by race/ethnicity**

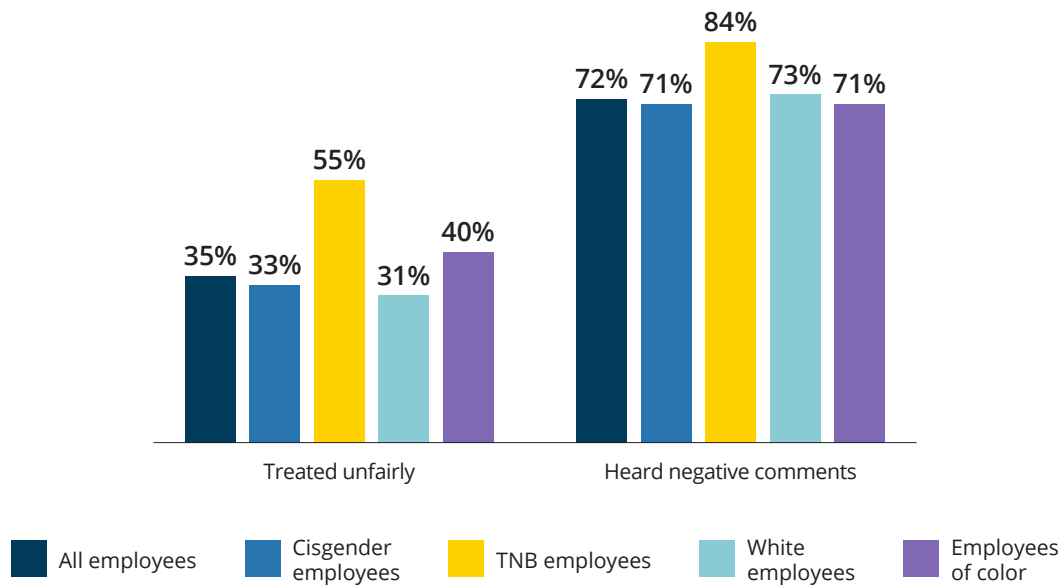


Note: P-value less than 0.05 when comparing White employees to employees of color across all measures shown

In addition to reporting instances of discrimination and harassment, many LGBTQ employees reported being treated unfairly at work due to their sexual orientation or gender identity. More than one-third of LGBTQ employees (35%) reported being treated unfairly at work because of their sexual orientation or gender identity. TNB employees and LGBTQ employees of color were more likely to report being treated unfairly than cisgender LGBQ employees and White LGBTQ employees. More than half of TNB employees (55%) reported being treated unfairly compared to one-third of cisgender LGBQ employees (33%). Forty percent of LGBTQ employees of color reported being treated unfairly at work compared to 31% of White LGBTQ employees.

Beyond how they were treated personally, most LGBTQ employees (72%) reported hearing negative comments, slurs, or jokes about LGBTQ people at work. TNB employees were more likely to report hearing negative comments about LGBTQ people than cisgender LGBQ employees (84% vs. 71%).

Figure 9. Experiences of being treated unfairly based on LGBTQ status and hearing negative comments among LGBTQ employees by gender identity and race/ethnicity



Note: P-value less than 0.05 when comparing cisgender employees to TNB employees across all measures shown; P-value less than 0.05 when comparing White employees to employees of color across all measures shown

## RECENT EXPERIENCES OF DISCRIMINATION AND HARASSMENT

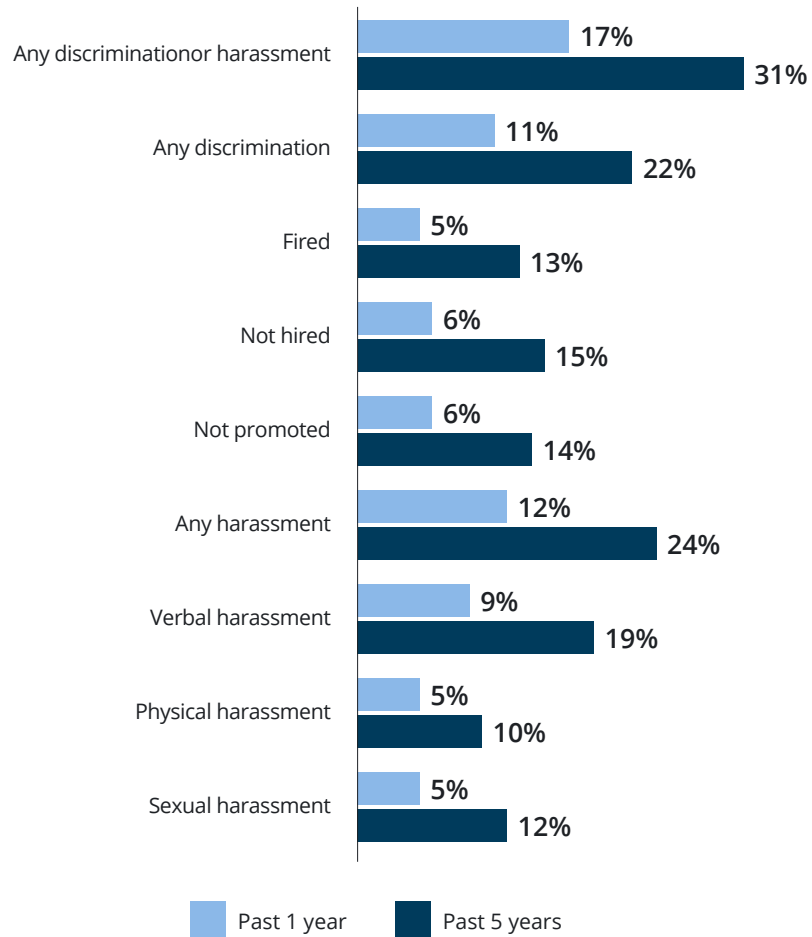
LGBTQ employees continue to experience discrimination even after the U.S. Supreme Court held in *Bostock v. Clayton County* that discrimination based on sexual orientation and gender identity are forms of sex discrimination prohibited by Title VII. The decision extended non-discrimination protections to LGBTQ employees nationwide as of June 2020.<sup>10</sup>

More than one in ten LGBTQ employees said they experienced discrimination (11%) or harassment (12%) within the past year due to their sexual orientation or gender identity; 22% reported experiencing discrimination, and 24% reported experiencing harassment at work within the past five years.

<sup>10</sup> 140 S. Ct. 1731 (2020).

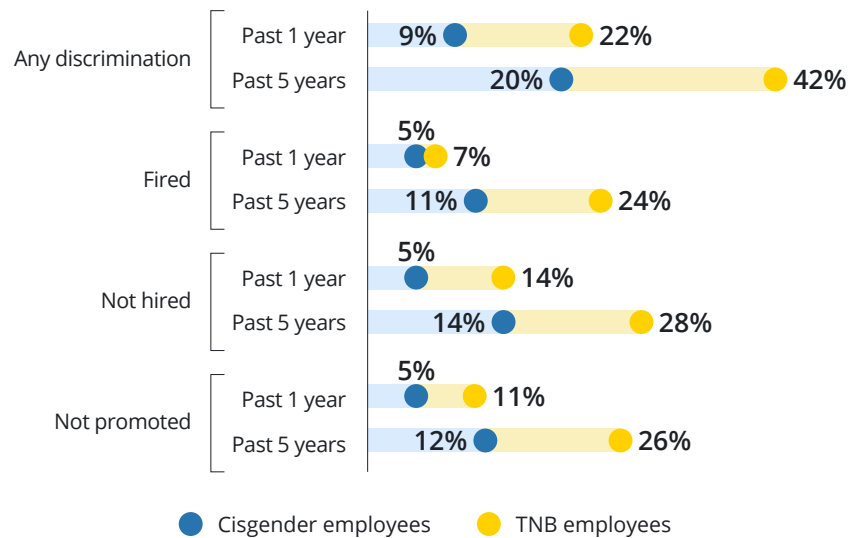


Figure 10. Recent experiences of discrimination and harassment based on LGBTQ status among LGBTQ employees



TNB employees were more than twice as likely as cisgender LGBQ employees to report experiencing discrimination based on their LGBTQ status in the past year (22% vs. 9%). More specifically, TNB employees were more likely than cisgender LGBQ employees to report not being hired (14% vs. 5%), not being promoted (11% vs. 5%), and being fired (7% vs. 5%) within the past year based on their LGBTQ status.

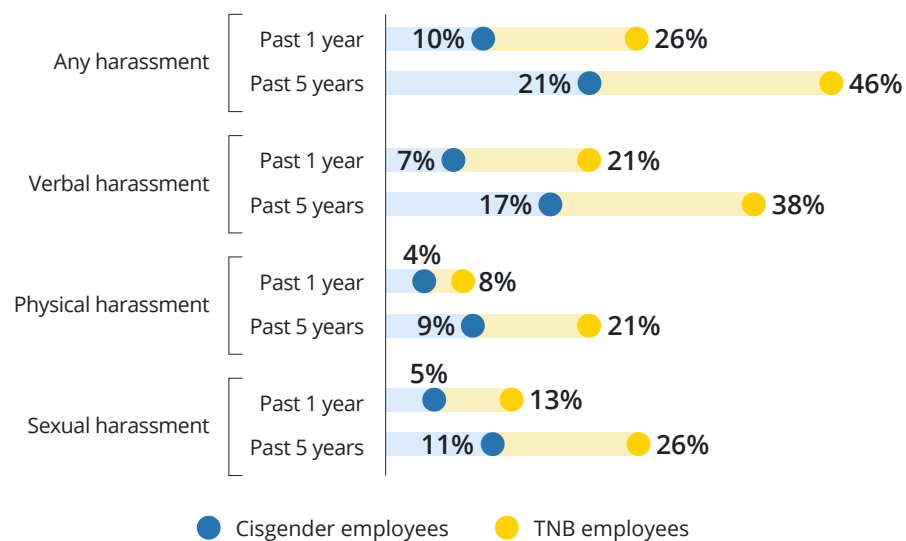
**Figure 11. Recent experiences of discrimination based on LGBTQ status among LGBTQ employees by gender identity**



Note: P-value less than 0.05 when comparing cisgender employees to TNB employees across all measures shown

TNB employees were also more than twice as likely to report experiencing harassment in the past year compared to cisgender employees (26% vs. 10%). More specifically, TNB employees were three times as likely to report verbal harassment (21% vs. 7%), twice as likely to report physical harassment (8% vs. 4%), and more than twice as likely to report sexual harassment (13% vs. 5%) in the past year based on their LGBTQ status.

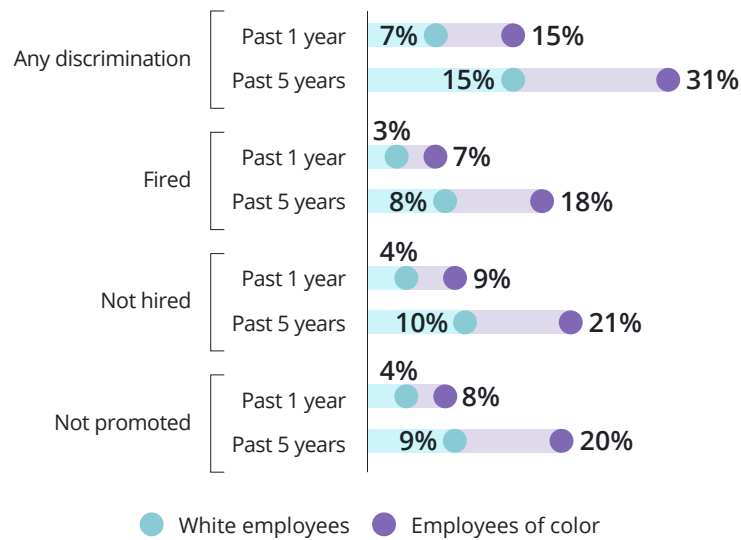
**Figure 12. Recent experiences of harassment based on LGBTQ status among LGBTQ employees by gender identity**



Note: P-value less than 0.05 when comparing cisgender employees to TNB employees across all measures shown

LGBTQ employees of color were more likely to report recent experiences of discrimination or harassment based on their LGBTQ status than White LGBTQ employees. Twice as many LGBTQ employees of color reported experiencing at least one form of employment discrimination within the past year as White LGBTQ employees (15% vs. 7%). More specifically, LGBTQ employees of color were twice as likely to report being fired (7% vs 3%), not hired (9% vs. 4%), or not promoted (8% vs. 4%) in the past year based on their LGBTQ status compared to White LGBTQ employees.

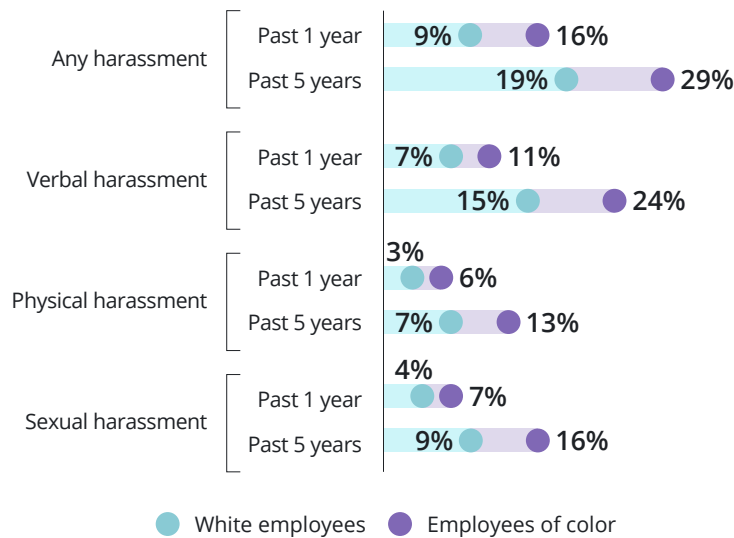
**Figure 13. Recent experiences of discrimination based on LGBTQ status among LGBTQ employees by race/ethnicity**



Note: P-value less than 0.05 when comparing White employees to employees of color across all measures shown

LGBTQ employees of color were more likely to report experiencing at least one form of harassment at work within the past year compared to White LGBTQ employees (16% vs. 9%). More specifically, LGBTQ employees of color were more likely than White LGBTQ employees to report experiencing verbal harassment (11% vs. 7%), physical harassment (6% vs. 3%), or sexual harassment (7% vs. 4%) based on their LGBTQ status in the past year.

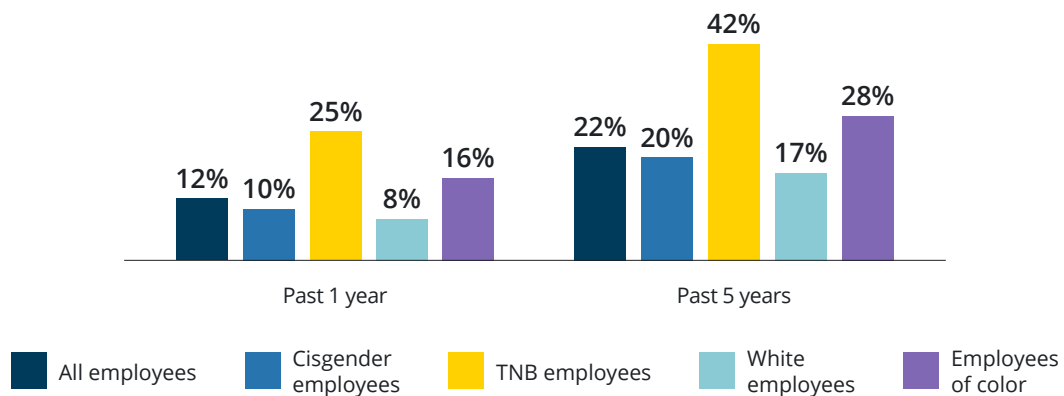
**Figure 14. Recent experiences of harassment based on LGBTQ status among LGBTQ employees by race/ethnicity**



Note: P-value less than 0.05 when comparing White employees to employees of color across all measures shown

Twelve percent of LGBTQ employees reported being treated unfairly at work based on their sexual orientation or gender identity within the past year, and 22% reported being treated unfairly within the past five years. One-quarter of TNB employees (25%) reported being treated unfairly in the past year compared to 10% of cisgender LGBQ employees. LGBTQ employees of color were twice as likely as White LGBTQ employees to report being treated unfairly at work within the past year (16% vs. 8%).

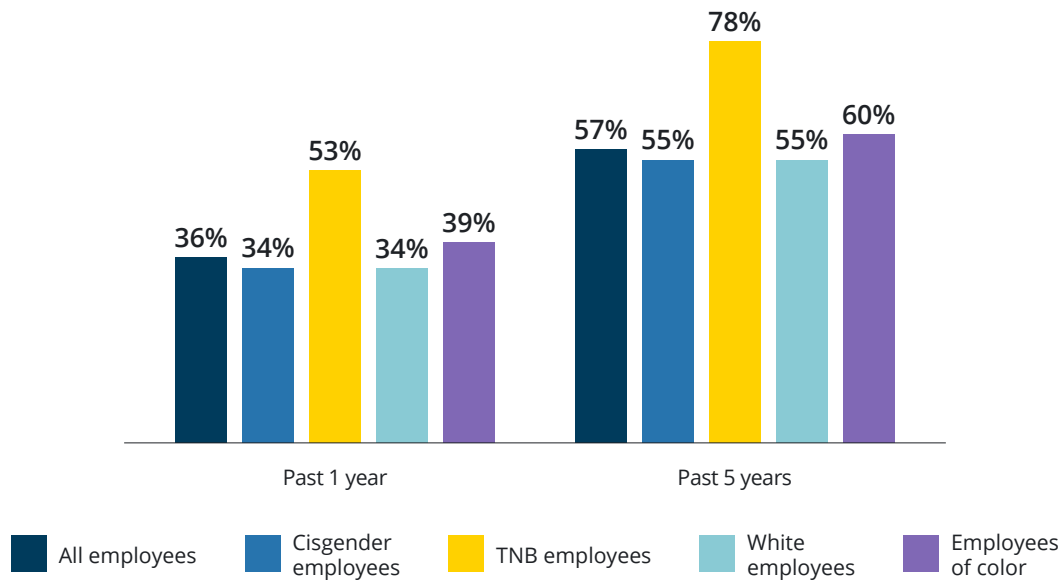
**Figure 15. Recent experiences of being treated unfairly based on LGBTQ status among LGBTQ employees by gender identity and race/ethnicity**



Note: P-value less than 0.05 when comparing cisgender employees to TNB employees across all measures shown; P-value less than 0.05 when comparing White employees to employees of color across all measures shown

Over one-third of LGBTQ employees (36%) reported hearing negative comments, slurs, or jokes about LGBTQ people at work in the past year, and 57% reported hearing negative comments within the past five years. TNB employees were more likely to have heard negative comments about LGBTQ people in the past year compared to cisgender LGBTQ employees (53% vs. 34%).

**Figure 16. Recent experiences of hearing negative comments among LGBTQ employees by gender identity and race/ethnicity**

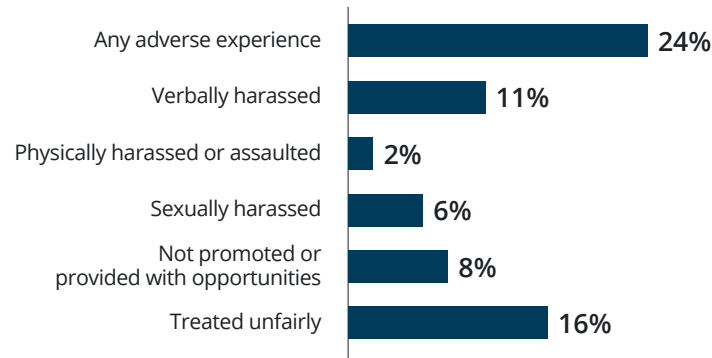


Note: P-value less than 0.05 when comparing cisgender employees to TNB employees across all measures shown; P-value less than 0.05 when comparing White employees to employees of color across all measures shown

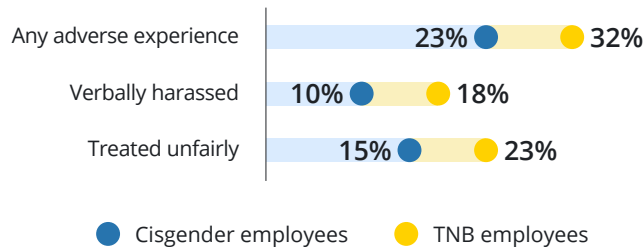
## EXPERIENCES AT CURRENT JOB

Respondents were asked specifically about their experiences at their current job. Approximately two-thirds of LGBTQ employees (65%) felt that their current workplace environment was somewhat or very supportive of LGBTQ people, while 12% felt their workplace environment was somewhat or very unsupportive of LGBTQ people. Though nearly three-quarters of LGBTQ employees (72%) felt somewhat or very satisfied with their current job, 14% were somewhat or very dissatisfied with their current job.

At their current job, about one-quarter of LGBTQ employees (24%) reported one or more adverse workplace experiences related to their sexual orientation or gender identity. These adverse experiences included being treated unfairly (16%), being verbally harassed (11%), being denied a promotion or other opportunities in the workplace (8%), being sexually harassed (6%), and being physically harassed or assaulted (2%).

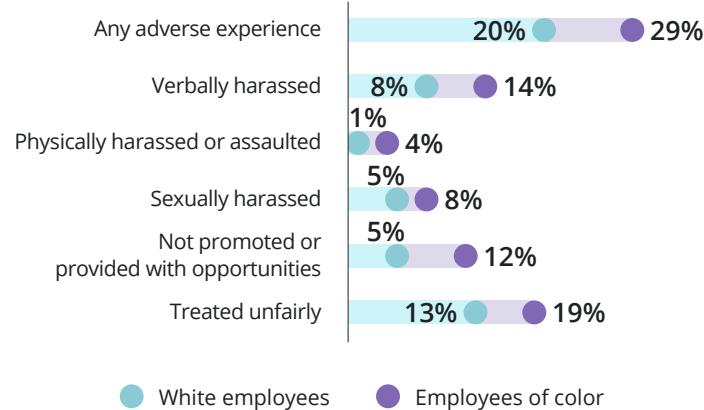
**Figure 17. Adverse workplace experiences of LGBTQ employees at current job**

TNB employees were more likely to report adverse workplace experiences related to their sexual orientation or gender identity at their current job compared to cisgender LGBTQ employees (32% vs. 23%). Specifically, TNB employees were more likely to report being treated unfairly (23%) or verbally harassed (18%) at their current job compared to cisgender LGBTQ employees (15% and 10%, respectively).

**Figure 18. Adverse workplace experiences of LGBTQ employees at current job by gender identity**

Note: P-value less than 0.05 when comparing cisgender employees to TNB employees across all measures shown

LGBTQ employees of color were also more likely to report adverse experiences related to their sexual orientation or gender identity compared to White LGBTQ employees (29% vs. 20%). Specifically, LGBTQ employees of color were more than twice as likely as White LGBTQ employees to have been physically harassed or assaulted (4% vs. 1%) or denied a promotion or other opportunities (12% vs. 5%) at their current job.

**Figure 19: Adverse workplace experiences of LGBTQ employees at current job by race/ethnicity**

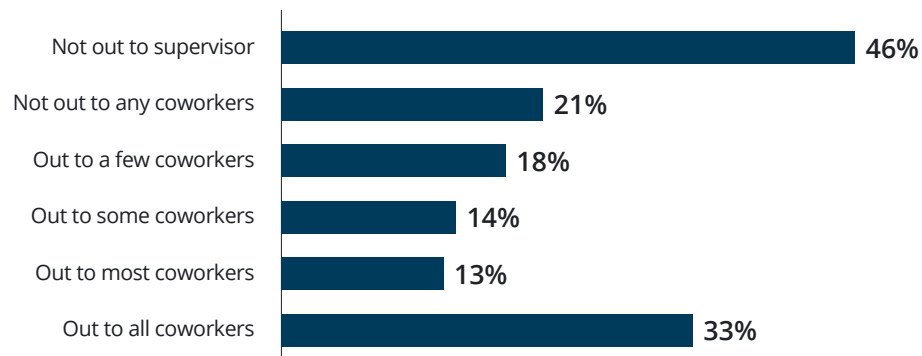
Note: P-value less than 0.05 when comparing White employees to employees of color across all measures shown

## AVOIDING DISCRIMINATION AND HARASSMENT

LGBTQ employees often take steps to avoid experiencing discrimination and harassment.<sup>11</sup> For example, LGBTQ employees may not be out to their supervisors or coworkers. Even if they are out, LGBTQ employees may downplay their sexual orientation or gender identity at work, including by not talking about their personal lives with coworkers and changing 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.<sup>12</sup>

## OUT AT WORK

Nearly half (46%) of LGBTQ employees reported that they are not out about their sexual orientation or gender identity to their current supervisor, and one-fifth (21%) reported not being out to any of their coworkers. One-third of LGBTQ employees (33%) reported being out to all their coworkers.

**Figure 20. Out at work among LGBTQ employees at current job**

<sup>11</sup> See Christy Mallory & Brad Sears, *LGBTQ Discrimination, Subnational Public Policy, and Law in the United States*, in OXFORD RES. ENCYC. POL. (2020), doi:10.1093/acrefore/9780190228637.013.1200.

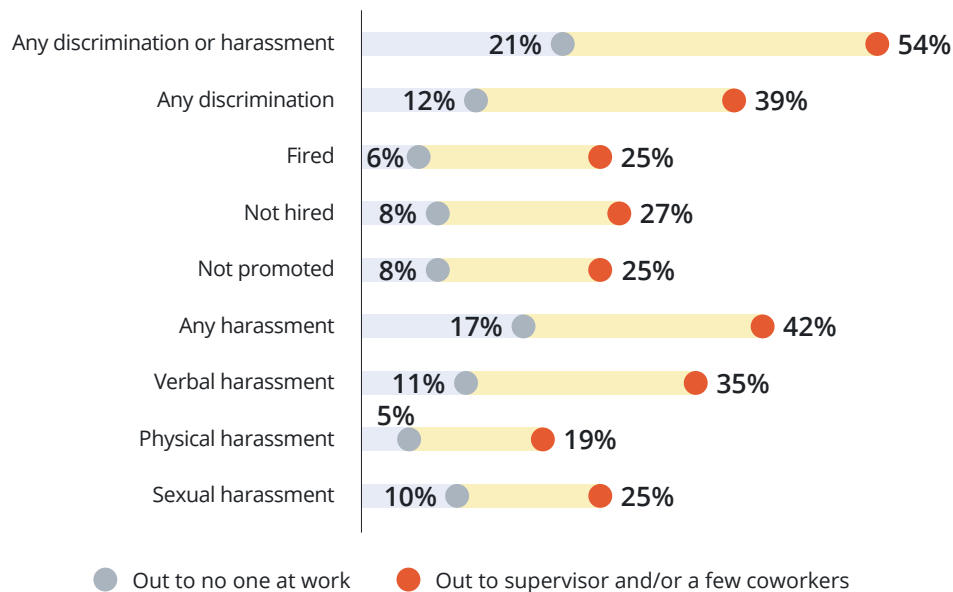
<sup>12</sup> Ilan H. Meyer, *Prejudice, Social Stress, and Mental Health in Lesbian, Gay, and Bisexual Populations: Conceptual Issues and Research Evidence*, 129 PSYCH. BULL. 674 (2003), doi:10.1037/0033-2909.129.5.674; Kenji Yoshino, *Covering*, 111 YALE L.J. 769 (2001), <https://digitalcommons.law.yale.edu/ylj/vol111/iss4/1>.



Not being out, in full or in part, is a way that many LGBTQ employees protect themselves from discrimination and harassment. This analysis compares the 20% of LGBTQ employees who reported being out to no one in their current workplace—not their supervisor or coworkers—with the 80% who are out to at least a few coworkers or supervisors.

LGBTQ employees who were out to at least a few coworkers and/or their supervisor were more likely to report experiencing discrimination (39% vs. 12%) because of their sexual orientation or gender identity as LGBTQ employees who were not out to anyone at work.<sup>13</sup> About one-quarter of LGBTQ employees who were out reported being fired (25%), not hired (27%), or not promoted (25%) at some point in their lives because of their LGBTQ status compared to less than one in ten LGBTQ employees who were not out (6%, 8%, and 8% respectively). LGBTQ employees who were out at work were also more likely to report experiencing at least one form of harassment compared to those who were not out (42% vs. 17%), including verbal harassment (35% vs. 11%), physical harassment (19% vs. 5%), and sexual harassment (25% vs. 10%).

**Figure 21. Lifetime experiences of discrimination and harassment based on LGBTQ status among LGBTQ employees by outness at work**



Note: P-value less than 0.05 when comparing out employees to employees not out to anyone in the workplace across all measures shown

LGBTQ employees who were out to at least some coworkers and/or their supervisor were also more likely to have recent experiences of discrimination and harassment. Four times as many LGBTQ employees who were out reported experiencing at least one form of employment discrimination within the past year as those who were not out (12% vs. 3%). LGBTQ employees who were out were

<sup>13</sup> We are not able to determine from the data the degree to which employees were out to supervisors and co-workers when they experienced discrimination or harassment. We assume that employees who reported that they are currently out at work were out when they experienced unfair treatment and that those who are not currently out at work were not out when they experienced unfair treatment.

more likely to report being fired (6% vs 1%), not hired (7% vs. 1%), or not promoted (7% vs. 2%) in the past year based on their LGBTQ status compared to those who were not out. In addition, LGBTQ employees who were out were more than twice as likely to report being verbally harassed (12%) at their current jobs compared to those who were not out (5%).

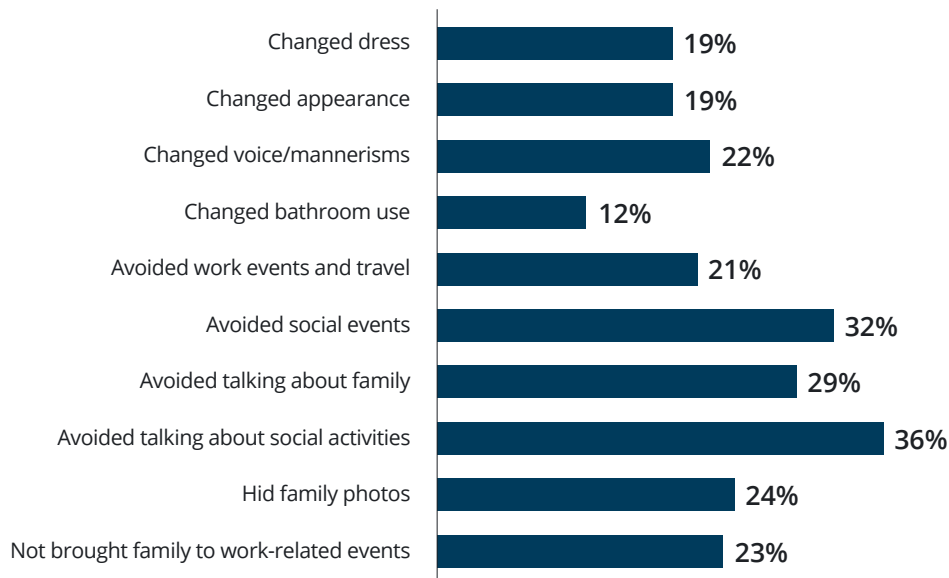
## COVERING

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.<sup>14</sup> Covering is not necessarily the same as concealing LGBTQ status.<sup>15</sup> 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.<sup>16</sup>

Most LGBTQ employees (58%) reported engaging in covering behaviors at their current jobs to avoid harassment or discrimination related to their sexual orientation or gender identity. These behaviors included taking steps to change their voice or mannerisms (22%), their physical appearance (19%), the way they dress (19%), and where, when, or how frequently they used the bathroom (12%).

In addition, LGBTQ employees reported avoiding socializing with coworkers outside of work (32%) and going to work-related events or travel (21%) at their current jobs in order to avoid discrimination and harassment. Thirty-six percent avoided talking about their social lives, and 29% avoided talking about their significant other or family with coworkers. About one-quarter of LGBTQ employees have not displayed photos of their partner or family at work (24%) or have not brought family to work events to avoid discrimination and harassment (23%).

**Figure 22. Covering behaviors at work among LGBTQ employees**



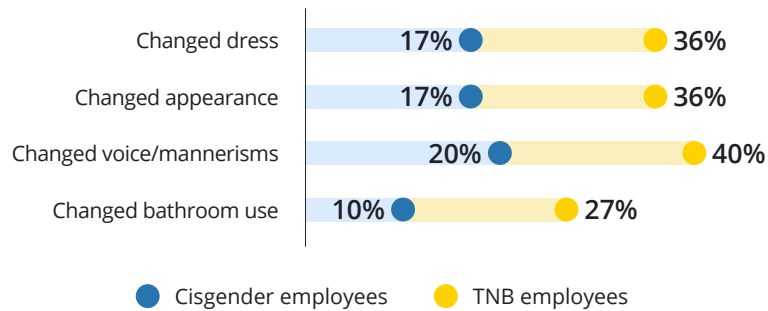
<sup>14</sup> Kenji Yoshino, *Covering*, YALE L. J. 837 (2001).

<sup>15</sup> *Id.*

<sup>16</sup> *Id.* at 838.

While covering behaviors related to how employees present themselves at work were significantly more common among TNB employees compared to cisgender LGBTQ employees, many cisgender employees engage in these covering strategies as well. TNB employees were twice as likely to report changing their voice or mannerisms (40% vs. 20%), their physical appearance (36% vs. 17%), and how they dress at work (36% vs. 17%) compared to cisgender LGBTQ employees. Over one-quarter of TNB employees (27%) reported changing where, when, or how frequently they used a bathroom compared to 10% of cisgender LGBTQ employees.

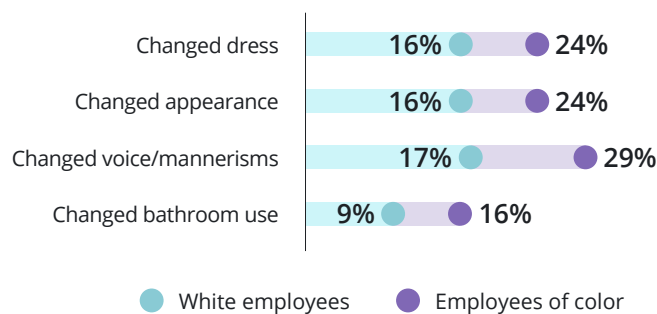
**Figure 23. Covering behaviors at work among LGBTQ employees by gender identity**



Note: P-value less than 0.05 when comparing cisgender employees to TNB employees across all measures shown

LGBTQ employees of color reported engaging in covering behaviors in order to avoid discrimination or harassment based on their LGBTQ status at work more often than White LGBTQ employees. LGBTQ employees of color were more likely to say that they had changed their voice or mannerisms (29% vs. 17%); how they dress at work (24% vs. 16%); their physical appearance (24% vs. 16%); or where, when, or how frequently they used a bathroom (16% vs. 9%) than White LGBTQ employees.

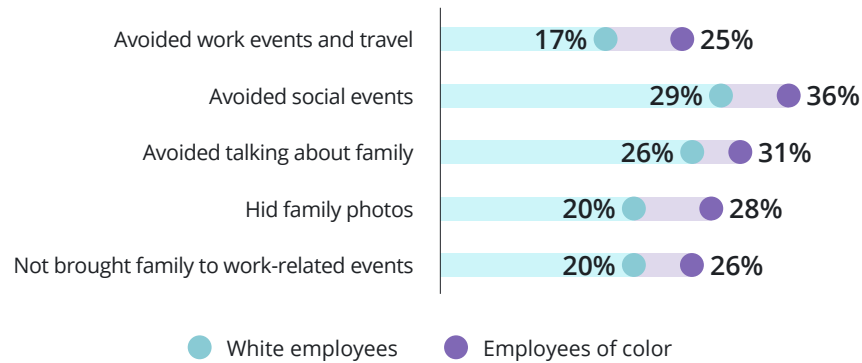
**Figure 24a. Covering behaviors at work among LGBTQ employees by race/ethnicity**



Note: P-value less than 0.05 when comparing White employees to employees of color across all measures shown

In addition, LGBTQ employees of color were more likely than White LGBTQ employees to report avoiding work-related events or travel (25% vs. 17%), socializing with coworkers outside of work (36% vs. 29%), and talking about their significant other or family with coworkers (31% vs. 26%) at their current jobs in order to avoid discrimination and harassment. LGBTQ employees of color were also more likely to report not displaying photos of their partner or family at work (28% vs. 20%) or not bringing family to work events (26% vs. 20%) compared to White LGBTQ employees.

Figure 24b. Covering behaviors at work among LGBTQ employees by race/ethnicity



Note: P-value less than 0.05 when comparing White employees to employees of color across all measures shown

## IMPACT OF DISCRIMINATION AND HARASSMENT ON EMPLOYEE RETENTION

Discrimination and harassment, or fear of those experiences, negatively affect the well-being of employees, which, in turn, can negatively impact employers. 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.<sup>17</sup> These employee outcomes can have economic consequences for employers.<sup>18</sup>

One-third (33%) of LGBTQ employees reported that they had left a job at some point in their lives because of how they were treated by their employer based on their sexual orientation or gender identity. Thirty-six percent of LGBTQ employees reported that they have ever looked for another job because of how they were personally treated due to their LGBTQ status, and 39% reported that they have ever looked for another job due to the workplace environment for LGBTQ people in general.

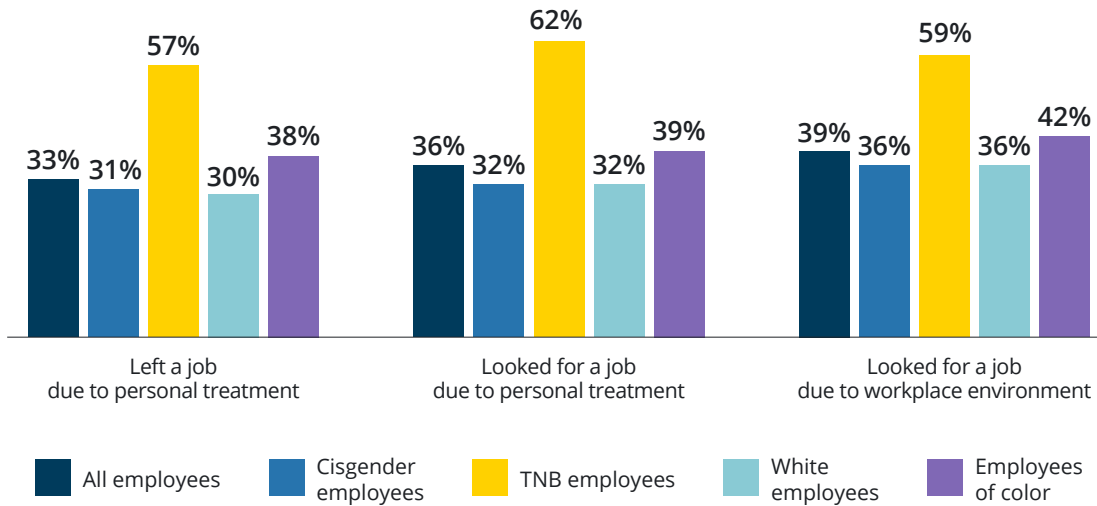
TNB employees were more likely to report ever leaving a job because of how they were personally treated due to their LGBTQ status than cisgender LGBQ employees (57% vs. 31%). About 60% of TNB employees reported looking for a job at some point due to personal treatment (62%) or the workplace environment for LGBTQ people in general (59%) compared to 32% and 36% of cisgender LGBQ employees, respectively.

LGBTQ employees of color were more likely to report ever leaving a job because of how they were personally treated due to their LGBTQ status compared to White LGBTQ employees (39% vs. 30%). LGBTQ employees of color were also more likely than White LGBTQ employees to report looking for a job at some point due to personal treatment (39% vs. 32%) or the workplace environment for LGBTQ people in general (42% vs. 36%).

<sup>17</sup> 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>.

<sup>18</sup> *Id.*

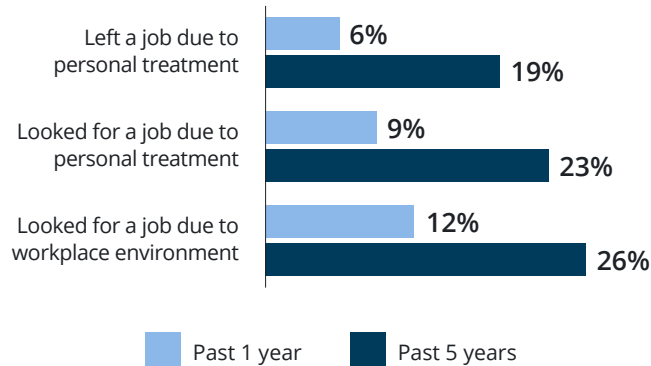
Figure 25. Impact of discrimination and unsupportive environments for LGBTQ people on lifetime employee retention



Note: P-value less than 0.05 when comparing cisgender employees to TNB employees across all measures shown; P-value less than 0.05 when comparing White employees to employees of color across all measures shown

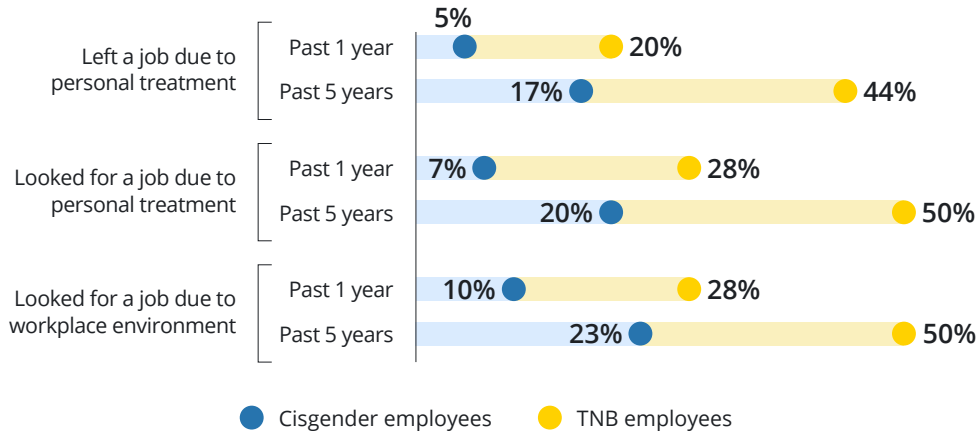
Six percent of LGBTQ employees reported leaving a job in the past year because of how their employer treated them based on their LGBTQ status; 19% reported leaving a job in the past five years. About one in ten reported looking for a job due to their workplace environment (12%) or personal treatment in the workplace (9%) in the past year. In the past five years, 23% of LGBTQ employees reported looking for a job due to personal treatment, and 26% reported looking for a job due to the workplace environment.

Figure 26. Impact of discrimination and unsupportive environments for LGBTQ people on recent employee retention



TNB employees were more likely to report recently leaving a job or looking for a new job than cisgender employees. Four times as many TNB employees reported that they left a job (20% vs. 5%) or looked for a job (28% vs. 7%) in the past year due to personal treatment in their workplace compared to cisgender employees. Similarly, TNB employees were more than twice as likely to report looking for a job in the past year due to their workplace environment than cisgender employees (28% vs. 10%).

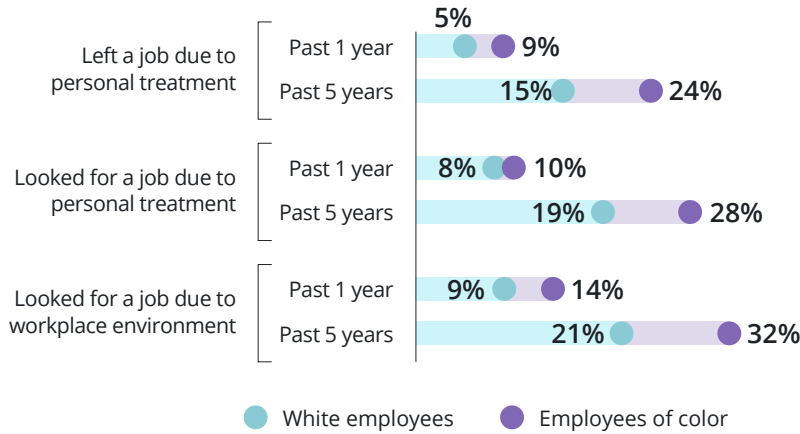
**Figure 27. Impact of recent discrimination and unsupportive environments for LGBTQ people on employee retention by gender identity**



Note: P-value less than 0.05 when comparing cisgender employees to TNB employees across all measures shown

LGBTQ employees of color were also more likely to report recently leaving a job or looking for a new job compared to White LGBTQ employees. Nine percent of LGBTQ employees of color reported leaving a job in the past year due to personal treatment compared to 5% of White LGBTQ employees. LGBTQ employees of color were also more likely to report looking for a job in the past year due to workplace environment than White LGBTQ employees (14% vs. 9%).

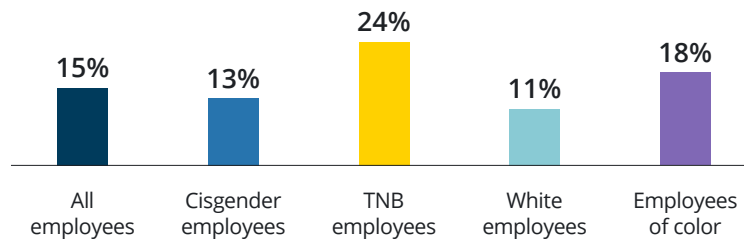
**Figure 28. Impact of recent discrimination and unsupportive environments for LGBTQ people on employee retention by race/ethnicity**



Note: P-value less than 0.05 when comparing White employees to employees of color across all measures shown

Many LGBTQ employees also reported that they have considered leaving their current jobs and have looked for other jobs due to the workplace environment for LGBTQ people. Due to the workplace environment at their current job, 15% of LGBTQ employees have considered leaving. TNB employees were more likely to report that they have considered leaving their current job due to an unsupportive environment for LGBTQ people compared to cisgender employees (24% vs. 13%), and LGBTQ employees of color were more likely to have considered leaving than White LGBTQ employees (18% vs. 11%).

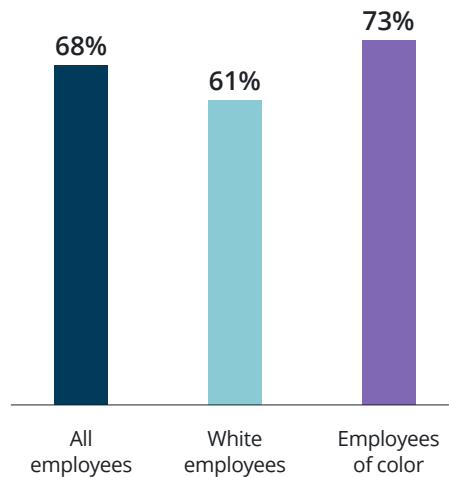
Figure 29. LGBTQ employees who have considered leaving current job due to unsupportive workplace environment for LGBTQ people



Note: P-value less than 0.05 when comparing cisgender employees to TNB employees across all measures shown; P-value less than 0.05 when comparing White employees to employees of color across all measures shown

Of those who considered leaving due to the workplace environment at their current job, more than two-thirds (68%) said that they have looked for other jobs. LGBTQ employees of color were more likely to report that they have looked for other jobs compared to White LGBTQ employees (73% vs. 61%).

Figure 30. LGBTQ employees who took steps towards finding another job due to unsupportive workplace environment for LGBTQ people



Note: P-value less than 0.05 when comparing White employees to employees of color across all measures shown



## CONCLUSION

LGBTQ employees continue to face discrimination and harassment at work, especially TNB employees and LGBTQ employees of color. This discrimination is ongoing, with 11% of LGBTQ employees saying that they had been fired, not hired, or not promoted because of their sexual orientation or gender identity within the past year. LGBTQ employees of color were twice as likely to have experienced employment discrimination within the past year compared to White LGBTQ employees. Twenty-two percent of TNB employees reported experiencing discrimination in the past year, more than double cisgender LGBQ employees.

Fear of discrimination and harassment can lead employees to engage in behaviors to hide who they are at work. Less than half of employees were not out about being LGBTQ to their supervisors, and one-fifth were not out to any of their coworkers. Over half of LGBTQ employees reported that they have changed how they present themselves at work or have avoided talking about their lives and their families to avoid discrimination and harassment based on their sexual orientation or gender identity. Both TNB and LGBTQ employees of color were significantly more likely to report these “covering” behaviors than cisgender LGBQ and White LGBTQ employees.

Discrimination and harassment negatively impact both employees and employers. One-third of employees said they had left a job because of how they were personally treated based on their sexual orientation or gender identity. Fifteen percent of LGBTQ employees said that they have considered leaving their current jobs because of the workplace environment for LGBTQ people. TNB employees and LGBTQ employees of color were more likely to say that they have considered leaving their current jobs due to the workplace environment than cisgender LGBQ employees and White LGBTQ employees.

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### 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.

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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.<sup>19</sup> Using screening questions provided by the Williams Institute, panelists were screened on sex assigned at birth, gender identity, sexual orientation identity, 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 5 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.<sup>20</sup> 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.<sup>21</sup> Some questions about concealment and avoidance are from a survey developed by the Center for American Progress.<sup>22</sup> 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.<sup>23</sup> 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

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<sup>19</sup> 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.

<sup>20</sup> Sears et al., *supra* note 3.

<sup>21</sup> David R. Williams, Measuring Discrimination Resource (2016), [https://scholar.harvard.edu/files/davidwilliams/files/measuring\\_discrimination\\_resource\\_june\\_2016.pdf](https://scholar.harvard.edu/files/davidwilliams/files/measuring_discrimination_resource_june_2016.pdf).

<sup>22</sup> 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/>.

<sup>23</sup> NORC at the University of Chicago, The General Social Survey: GSS Questionnaire 2008, <https://gss.norc.uchicago.edu/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>.

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), coworkers' perceptions of respondents' perceived masculinity and femininity, and employer-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.<sup>24</sup>

A total of 1,902 participants who self-identified as lesbian, gay, bisexual, 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, and 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. 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.<sup>25</sup> 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.<sup>26</sup> 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 a subset of LGBTQ respondents in the workforce (full-time employed, part-time employed, self-employed, or looking for work). 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-

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<sup>24</sup> 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>.

<sup>25</sup> 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. 12 46 (1984).

<sup>26</sup> 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.

weighting a small number of respondents, and they were normalized to sum to the sample size, which is common practice.

While selection probabilities for non-probability samples are unknown, in practice, probability panels face the same methodological challenges as non-probability panels<sup>27</sup> that need to be addressed using statistical adjustment. While most non-probability panels are not representative per se, statistical adjustments can be used to create unbiased and representative samples independently of the initial recruitment process.

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

## TABLES

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

	%	95% CI
<b>AGE</b>		
18-34	53.8%	51.2, 56.4
35-44	16.2%	14.5, 17.9
45-64	25.2%	22.6, 27.8
65 and up	4.8%	3.4, 6.3
<b>SEX ASSIGNED AT BIRTH</b>		
Male	41.5%	38.9, 44.2
Female	58.5%	55.8, 61.1
<b>GENDER IDENTITY<sup>28</sup></b>		
Transgender	4.2%	3.3, 5.2
Nonbinary	6.6%	5.5, 7.6
Cisgender LGBQ	89.2%	87.8, 90.6
<b>SEXUAL ORIENTATION</b>		
Gay	22.8%	20.4, 25.3
Lesbian	13.5%	12.0, 15.2
Lesbian or Gay and Nonbinary <sup>29</sup>	1.0%	0.7, 1.5
Straight	0.3%	0.1, 0.8
Bisexual	60.1%	57.5, 62.6

<sup>27</sup> Courtney Kennedy et al., Evaluating Online Nonprobability Surveys, Pew Research Center (2016), <https://www.pewresearch.org/methods/2016/05/02/evaluating-online-nonprobability-surveys/>.

<sup>28</sup> Participants who selected gender identity response options, including male, female, transgender, and non-binary, that differed from their sex assigned at birth, were classified as transgender. Those who selected gender identity options that were the same as their sex assigned at birth were classified as cisgender.

<sup>29</sup> When asked which sexual orientation category best described the respondents, gay and lesbian were one combined answer option, which we separated into gay if the respondent’s gender identity was male and lesbian if the respondent’s gender identity was female. Given that nonbinary respondents are neither male or female, we cannot differentiate if they identify as lesbian or gay and chose to report their responses as is.

	%	95% CI
Something else	1.9%	1.4, 2.5
Not sure	0.4%	0.2, 0.7
<b>RACE/ETHNICITY</b>		
White, non-Hispanic	54.2%	51.6, 56.8
Black, non-Hispanic	11.4%	9.9, 13.1
Hispanic or Latinx	25.8%	23.4, 28.3
Asian, non-Hispanic	4.4%	3.4, 5.6
All other racial/ethnic groups, non-Hispanic	4.3%	3.4, 5.4
<b>EDUCATION</b>		
Less than Bachelor's degree	55.7%	53.1, 58.2
Bachelor's degree	29.0%	26.7, 31.4
More than Bachelor's degree	15.3%	13.4, 17.3
<b>INDIVIDUAL INCOME</b>		
None	1.0%	0.6, 1.4
\$1 to \$24,999	17.3%	15.5, 19.1
\$25,000 to \$49,999	31.8%	29.5, 34.2
\$50,000 to \$99,999	34.2%	31.7, 36.6
\$100,000+	15.7%	13.7, 17.7
<b>CURRENT EMPLOYMENT</b>		
For-profit business	66.8%	64.5, 69.2
Non-Profit organization	7.6%	6.3, 8.8
Government employee, including military	10.9%	9.4, 12.3
Self or family employed	12.1%	10.4, 13.8
Unemployed	2.6%	1.8, 3.5
<b>REGION</b>		
Pacific	15.9%	14.0, 17.8
Rocky Mountain	5.5%	4.3, 6.7
Southwest	12.1%	10.4, 13.7
Midwest	19.5%	17.6, 21.4
Northeast	21.1%	19.0, 23.3
Southeast	25.9%	23.7, 28.1
<b>COHABITATING PARTNER</b>		
Married/Spouse	26.5%	24.3, 28.8
Non-marital legally recognized partner	6.2%	4.9, 7.4
Unmarried partner	19.9%	17.9, 21.8
Single (No cohabitating partner)	47.4%	44.9, 50.0
<b>GENDER IDENTITY OF PARTNER</b>		
Male	54.2%	50.8, 57.6
Female	38.1%	34.7, 41.5
Transgender	3.3%	2.1, 4.4
Nonbinary	4.5%	3.2, 5.7

Note: CI = confidence interval

**Table 2. Lifetime experiences of sexual orientation- or gender identity-based discrimination and harassment against LGBTQ employees (N=1,902), Employment Experiences Survey, 2023**

	%	95% CI
Treated unfairly	35.3%	32.9, 37.8
Heard negative comments	72.2%	69.9, 74.5
Any lifetime discrimination or harassment	47.1%	44.6, 49.7
<b>SPECIFIC ADVERSE EXPERIENCES</b>		
<b>Any lifetime discrimination</b>	33.8%	31.3, 36.2
Fired	21.2%	19.1, 23.4
Not hired	22.8%	20.6, 25.0
Not promoted	21.7%	19.6, 23.9
<b>Any lifetime harassment</b>	37.2%	34.8, 39.7
Verbal harassment	30.1%	27.7, 32.4
Physical harassment	16.4%	14.5, 18.3
Sexual harassment	21.7%	19.6, 23.8

Note: CI = confidence interval; All differences statistically significant

**Table 3. Lifetime experiences of sexual orientation- or gender identity-based discrimination and harassment against LGBTQ employees (N=1,902) by gender identity, Employment Experiences Survey, 2023**

	CISGENDER LGBTQ n=1,653		TNB n=249	
	%	95% CI	%	95% CI
Treated unfairly	32.9%	30.3, 35.6	55.3%	48.7, 61.9
Heard negative comments	70.8%	68.3, 73.3	83.9%	79.0, 88.9
Any lifetime discrimination or harassment	44.6%	41.8, 47.3	68.3%	62.1, 74.4
<b>SPECIFIC ADVERSE EXPERIENCES</b>				
<b>Any lifetime discrimination</b>	31.2%	28.6, 33.8	54.8%	48.2, 61.4
Fired	19.5%	17.3, 21.8	35.3%	28.9, 41.8
Not hired	21.0%	18.7, 23.3	37.9%	31.4, 44.4
Not promoted	20.0%	17.7, 22.3	35.9%	29.5, 42.4
<b>Any lifetime harassment</b>	34.8%	32.2, 37.4	57.3%	50.7, 63.8
Verbal harassment	27.7%	25.2, 30.2	49.6%	43.0, 56.3
Physical harassment	15.2%	13.2, 17.2	25.9%	20.0, 31.9
Sexual harassment	20.1%	17.8, 22.3	35.3%	28.8, 41.7

Note: CI = confidence interval; All differences statistically significant

**Table 4. Lifetime experiences of sexual orientation- or gender identity-based discrimination and harassment against LGBTQ employees (N=1,902) by race/ethnicity, Employment Experiences Survey, 2023**

	WHITE n=1,195		PEOPLE OF COLOR n=707	
	%	95% CI	%	95% CI
Treated unfairly	31.3%	28.3, 34.3	40.1%	36.1, 44.1
Heard negative comments	73.2%	70.4, 76.0	71.0%	67.4, 74.7
Any lifetime discrimination or harassment	41.9%	38.7, 45.1	53.3%	49.3, 57.4
<b>SPECIFIC ADVERSE EXPERIENCES</b>				
<b>Any lifetime discrimination</b>	27.2%	24.3, 30.0	41.6%	37.6, 45.6
Fired	15.2%	13.0, 17.5	28.4%	24.6, 32.1
Not hired	16.8%	14.4, 19.2	29.9%	26.1, 33.7
Not promoted	17.6%	15.2, 20.1	26.6%	22.9, 30.2
<b>Any lifetime harassment</b>	33.5%	30.4, 36.5	41.7%	37.7, 45.7
Verbal harassment	26.1%	23.3, 28.9	34.7%	30.9, 38.6
Physical harassment	13.0%	10.9, 15.1	20.4%	17.1, 23.6
Sexual harassment	19.3%	16.8, 21.9	24.5%	21.0, 28.1

Note: CI = confidence interval; All differences statistically significant

**Table 5. 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, Employment Experiences Survey, 2023**

	%	95% CI
<b>Treated unfairly</b>		
Within the past year	11.6%	9.9, 13.2
One to five years ago	10.5%	9.0, 12.0
Over five years ago	13.3%	11.5, 15.2
<b>Heard negative comments</b>		
Within the past year	36.4%	33.9, 38.8
One to five years ago	21.0%	18.9, 23.0
Over five years ago	14.9%	12.9, 16.8
<b>Any discrimination or harassment</b>		
Within the past year	16.9%	15.0, 18.8
One to five years ago	14.4%	12.7, 16.2
Over five years ago	15.8%	13.8, 17.8
<b>SPECIFIC ADVERSE EXPERIENCES</b>		
<b>Any discrimination</b>		
Within the past year	10.6%	9.0, 12.1
One to five years ago	11.8%	10.2, 13.5
Over five years ago	11.4%	9.6, 13.2
<b>Fired</b>		
Within the past year	4.8%	3.7, 6.0



	%	95% CI
One to five years ago	7.7%	6.4, 9.0
Over five years ago	8.7%	7.1, 10.3
<b>Not hired</b>		
Within the past year	6.1%	4.9, 7.4
One to five years ago	9.1%	7.6, 10.6
Over five years ago	7.6%	6.1, 9.1
<b>Not promoted</b>		
Within the past year	5.6%	4.4, 6.7
One to five years ago	8.3%	6.9, 9.7
Over five years ago	7.9%	6.4, 9.4
<b>Any harassment</b>		
Within the past year	11.9%	10.3, 13.6
One to five years ago	11.6%	10.1, 13.2
Over five years ago	13.7%	11.8, 15.5
<b>Verbal harassment</b>		
Within the past year	8.9%	7.5, 10.4
One to five years ago	10.0%	8.6, 11.5
Over five years ago	11.1%	9.4, 12.8
<b>Physical harassment</b>		
Within the past year	4.6%	3.6, 5.7
One to five years ago	5.5%	4.4, 6.6
Over five years ago	6.3%	4.9, 7.6
<b>Sexual harassment</b>		
Within the past year	5.4%	4.3, 6.6
One to five years ago	6.8%	5.6, 8.0
Over five years ago	9.5%	7.9, 11.1

Note: CI = confidence interval; All differences statistically significant

**Table 6. 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, Employment Experiences Survey, 2023**

	CISGENDER LGBTQ n=1653		TNB n=249	
	%	95% CI	%	95% CI
<b>Treated unfairly</b>				
Within the past year	9.9%	8.2, 11.6	25.3%	19.5, 31.0
One to five years ago	9.7%	8.1, 11.2	16.9%	12.0, 21.9
Over five years ago	13.4%	11.3, 15.4	13.1%	8.4, 17.8
<b>Heard negative comments</b>				
Within the past year	34.4%	31.8, 36.9	52.9%	46.3, 59.5
One to five years ago	20.5%	18.3, 22.7	25.2%	19.5, 30.9
Over five years ago	16.0%	13.8, 18.1	5.9%	2.7, 9.1
<b>Any discrimination or harassment</b>				
Within the past year	14.6%	12.7, 16.5	36.1%	29.7, 42.5
One to five years ago	13.6%	11.8, 15.5	21.1%	15.6, 26.6
Over five years ago	16.4%	14.2, 18.6	11.1%	6.9, 15.3
<b>SPECIFIC ADVERSE EXPERIENCES</b>				
<b>Any discrimination</b>				
Within the past year	9.2%	7.6, 10.7	22.2%	16.7, 27.6
One to five years ago	10.8%	9.1, 12.5	20.2%	14.8, 25.6
Over five years ago	11.3%	9.3, 13.2	12.4%	7.7, 17.1
<b>Fired</b>				
Within the past year	4.6%	3.4, 5.8	6.8%	3.5, 10.0
One to five years ago	6.6%	5.3, 7.9	16.8%	11.8, 21.8
Over five years ago	8.3%	6.6, 10.0	11.8%	7.2, 16.4
<b>Not hired</b>				
Within the past year	5.2%	3.9, 6.5	13.5%	9.2, 17.9
One to five years ago	8.4%	6.8, 10.0	14.8%	10.0, 19.5
Over five years ago	7.4%	5.8, 9.0	9.6%	5.2, 14.1
<b>Not promoted</b>				
Within the past year	4.9%	3.7, 6.1	11.2%	7.0, 15.4
One to five years ago	7.6%	6.1, 9.0	14.4%	9.9, 19.0
Over five years ago	7.6%	6.0, 9.2	10.4%	6.0, 14.8
<b>Any harassment</b>				
Within the past year	10.3%	8.6, 11.9	25.5%	19.6, 31.4
One to five years ago	10.6%	9.0, 12.2	20.2%	14.9, 25.6
Over five years ago	13.9%	11.9, 16.0	11.5%	7.2, 15.8
<b>Verbal harassment</b>				
Within the past year	7.4%	6.0, 8.9	21.4%	15.8, 26.9
One to five years ago	9.3%	7.8, 10.8	16.2%	11.3, 21.2
Over five years ago	11.0%	9.2, 12.8	12.0%	7.5, 16.6

	CISGENDER LGBTQ n=1653		TNB n=249	
	%	95% CI	%	95% CI
<b>Physical harassment</b>				
Within the past year	4.2%	3.1, 5.3	7.8%	3.9, 11.7
One to five years ago	4.6%	3.6, 5.7	13.0%	8.4, 17.5
Over five years ago	6.4%	5.0, 7.8	5.1%	2.4, 7.9
<b>Sexual harassment</b>				
Within the past year	4.5%	3.4, 5.7	12.8%	8.0, 17.5
One to five years ago	6.1%	4.9, 7.3	12.9%	8.6, 17.2
Over five years ago	9.5%	7.7, 11.2	9.6%	5.6, 13.6

Note: CI = confidence interval; All differences statistically significant

**Table 7. 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 race/ethnicity, Employment Experiences Survey, 2023**

	WHITE n=1,195		PEOPLE OF COLOR n=707	
	%	95% CI	%	95% CI
<b>Treated unfairly</b>				
Within the past year	7.7%	6.2, 9.3	16.1%	13.1, 19.1
One to five years ago	8.9%	7.3, 10.6	12.3%	9.6, 14.9
Over five years ago	14.7%	12.2, 17.1	11.7%	8.9, 14.6
<b>Heard negative comments</b>				
Within the past year	33.8%	30.8, 36.7	39.5%	35.5, 43.4
One to five years ago	21.6%	19.0, 24.2	20.2%	17.0, 23.5
Over five years ago	17.9%	15.1, 20.6	11.4%	8.7, 14.1
<b>Any discrimination or harassment</b>				
Within the past year	11.9%	10.0, 13.8	22.9%	19.5, 26.2
One to five years ago	12.4%	10.4, 14.3	16.9%	13.9, 19.9
Over five years ago	17.7%	15.0, 20.4	13.6%	10.6, 16.6
<b>SPECIFIC ADVERSE EXPERIENCES</b>				
<b>Any discrimination</b>				
Within the past year	7.1%	5.6, 8.6	14.6%	11.9, 17.4
One to five years ago	8.3%	6.7, 10.0	16.0%	13.0, 18.9
Over five years ago	11.7%	9.5, 14.0	11.0%	8.1, 13.8
<b>Fired</b>				
Within the past year	2.7%	1.6, 3.8	7.4%	5.3, 9.5
One to five years ago	5.5%	4.2, 6.8	10.3%	8.1, 12.6
Over five years ago	7.1%	5.3, 8.8	10.6%	7.8, 13.5
<b>Not hired</b>				
Within the past year	4.0%	2.8, 5.2	8.6%	6.3, 10.9
One to five years ago	6.0%	4.5, 7.4	12.8%	10.1, 15.5

	WHITE n=1,195		PEOPLE OF COLOR n=707	
	%	95% CI	%	95% CI
Over five years ago	6.8%	5.1, 8.6	8.6%	6.1, 11.1
<b>Not promoted</b>				
Within the past year	3.7%	2.6, 4.8	7.8%	5.7, 9.9
One to five years ago	5.2%	3.9, 6.4	12.0%	9.4, 14.6
Over five years ago	8.8%	6.7, 10.8	6.8%	4.5, 9.2
<b>Any harassment</b>				
Within the past year	8.5%	6.9, 10.2	15.9%	13.0, 18.9
One to five years ago	10.2%	8.4, 12.0	13.3%	10.7, 15.9
Over five years ago	14.7%	12.2, 17.2	12.5%	9.7, 15.2
<b>Verbal harassment</b>				
Within the past year	7.0%	5.5, 8.5	11.2%	8.6, 13.9
One to five years ago	7.8%	6.2, 9.4	12.6%	10.2, 15.1
Over five years ago	11.3%	9.1, 13.5	10.9%	8.2, 13.5
<b>Physical harassment</b>				
Within the past year	3.1%	2.1, 4.2	6.3%	4.4, 8.3
One to five years ago	4.2%	3.1, 5.4	7.0%	5.1, 8.9
Over five years ago	5.6%	4.1, 7.1	7.0%	4.8, 9.3
<b>Sexual harassment</b>				
Within the past year	3.8%	2.6, 5.0	7.3%	5.2, 9.4
One to five years ago	5.5%	4.2, 6.7	8.4%	6.3, 10.6
Over five years ago	10.0%	8.0, 12.1	8.8%	6.3, 11.3

Note: CI = confidence interval; All differences statistically significant

**Table 8. experiences and opinions of LGBTQ employees (N=1,902) at their current job, Employment Experiences Survey, 2023**

	%	95% CI
Any adverse at current job	24.1%	21.9, 26.2
<b>Specific adverse at current job</b>		
Verbally harassed	10.8%	9.2, 12.4
Physically harassed or assaulted	2.3%	1.5, 3.1
Sexually harassed	6.0%	4.8, 7.1
Not promoted or provided with opportunities	8.0%	6.6, 9.5
Treated unfairly	15.7%	13.9, 17.6
<b>Workplace Environment</b>		
Very unsupportive	5.1%	3.9, 6.2
Somewhat unsupportive	6.5%	5.4, 7.7
Neither supportive nor unsupportive	23.1%	20.9, 25.2
Somewhat supportive	25.9%	23.7, 28.2
Very supportive	39.4%	36.9, 41.9

	%	95% CI
<b>Job satisfaction</b>		
Very dissatisfied	4.9%	3.7, 6.0
Somewhat dissatisfied	9.1%	7.7, 10.6
Neither satisfied nor dissatisfied	14.4%	12.7, 16.2
Somewhat satisfied	33.6%	31.2, 36.0
Very satisfied	38.0%	35.5, 40.5

Note: CI = confidence interval

**Table 9. Experiences and opinions of LGBTQ employees (N=1,902) at their current job by gender identity & race/ethnicity, Employment Experiences Survey, 2023**

	CISGENDER LGBTQ n=1,653		TNB n=249		WHITE n=1,195		PEOPLE OF COLOR n=707	
	%	95% CI	%	95% CI	%	95% CI	%	95% CI
Any adverse at current job	<b>23.1%</b>	<b>20.8, 25.4</b>	<b>32.3%</b>	<b>26.2, 38.5</b>	<b>20.1%</b>	<b>17.7, 22.5</b>	<b>28.7%</b>	<b>25.1, 32.4</b>
<b>Specific adverse at current job</b>								
Verbally harassed	<b>10.0%</b>	<b>8.3, 11.7</b>	<b>17.6%</b>	<b>12.5, 22.6</b>	<b>7.9%</b>	<b>6.3, 9.5</b>	<b>14.3%</b>	<b>11.3, 17.2</b>
Physically harassed or assaulted	2.1%	1.2, 2.9	4.0%	1.3, 6.7	1.2%	0.6, 1.8	3.5%	1.9, 5.1
Sexually harassed	5.7%	4.4, 6.9	8.3%	4.6, 12.0	4.6%	3.5, 5.8	7.5%	5.4, 9.7
Not promoted or provided with opportunities	7.8%	6.3, 9.4	9.7%	5.8, 13.7	5.1%	3.7, 6.4	11.6%	8.8, 14.3
Treated unfairly	<b>14.9%</b>	<b>12.9, 16.9</b>	<b>22.8%</b>	<b>17.3, 28.3</b>	<b>13.1%</b>	<b>11.0, 15.2</b>	<b>18.9%</b>	<b>15.7, 22.2</b>

Note: CI = confidence interval; Bold text indicates statistically significant difference

**Table 10. Openness about being LGBTQ at work among LGBTQ employees (N=1,902) by race/ethnicity, Employment Experiences Survey, 2023**

	ALL LGBTQ EMPLOYEES n=1,902		WHITE n=1,195		PEOPLE OF COLOR n=707	
	%	95% CI	%	95% CI	%	95% CI
Not out to supervisor	45.5%	43.0, 48.1	45.7%	42.5, 48.9	45.3%	41.3, 49.3
Not out to any coworkers	21.1%	19.0, 23.2	<b>23.5%</b>	<b>20.7, 26.3</b>	<b>18.2%</b>	<b>15.1, 21.4</b>
Out to a few coworkers	18.2%	16.3, 20.1	<b>17.4%</b>	<b>15.0, 19.8</b>	<b>19.2%</b>	<b>16.0, 22.3</b>
Out to some coworkers	14.4%	12.7, 16.2	<b>12.3%</b>	<b>10.2, 14.3</b>	<b>17.0%</b>	<b>14.1, 20.0</b>
Out to most coworkers	13.4%	11.7, 15.1	<b>13.3%</b>	<b>11.2, 15.5</b>	<b>13.5%</b>	<b>10.8, 16.2</b>
Out to all coworkers	32.9%	30.4, 35.3	<b>33.5%</b>	<b>30.5, 36.6</b>	<b>32.1%</b>	<b>28.2, 35.9</b>

Note: CI = confidence interval; Bold text indicates statistically significant difference

**Table 11. Lifetime experiences of sexual orientation- or gender identity-based discrimination and harassment against LGBTQ employees (N=1,902) by outness, Employment Experiences Survey, 2023**

	OUT TO SUPERVISOR AND/OR A FEW COWORKERS n= 1,523		OUT TO NO ONE AT WORK n= 379	
	%	95% CI	%	95% CI
Treated unfairly	40.1%	37.3, 42.8	16.7%	11.8, 21.6
Heard negative comments	74.2%	71.8, 76.7	64.2%	58.7, 69.8
Any lifetime discrimination or harassment	53.8%	50.9, 56.6	20.9%	15.8, 26.0
<b>SPECIFIC ADVERSE EXPERIENCES</b>				
<b>Any lifetime discrimination</b>	39.3%	36.5, 42.1	11.7%	7.4, 16.1
Fired	25.0%	22.5, 27.5	6.2%	2.6, 9.7
Not hired	26.7%	24.1, 29.3	7.6%	4.0, 11.2
Not promoted	25.1%	22.6, 27.6	8.4%	4.5, 12.3
<b>Any lifetime harassment</b>	42.4%	39.6, 45.2	16.5%	12.0, 21.1
Verbal harassment	34.8%	32.1, 37.5	11.3%	7.4, 15.3
Physical harassment	19.2%	16.9, 21.4	5.3%	2.9, 7.7
Sexual harassment	24.8%	22.3, 27.2	9.6%	6.0, 13.2

Note: CI = confidence interval; All differences statistically significant

**Table 12. Covering behaviors at current job among LGBTQ employees (N=1,902), Employment Experiences Survey, 2023**

	%	95% CI
Any covering behavior	58.4%	55.9, 60.9
<b>Specific alteration of presentation</b>		
Changed dress	19.4%	17.4, 21.3
Changed appearance	19.4%	17.5, 21.3
Changed voice/mannerisms	22.2%	20.1, 24.3
Changed bathroom use	12.2%	10.5, 13.8
<b>Hid personal life</b>		
Avoided work events/travel	20.5%	18.4, 22.6
Avoided social events	32.1%	29.7, 34.5
Avoided talking about family	28.7%	26.4, 31.0
Avoid talking about social activities	36.2%	33.8, 38.6
Hid family photos	23.7%	21.5, 25.9
Not brought family to work-related events	22.9%	20.7, 25.1

Note: CI = confidence interval

**Table 13. Covering behaviors at work among LGBTQ employees (N=1,902) by gender identity, Employment Experiences Survey, 2023**

	CISGENDER LGBTQ n=1,653		TNB n=249	
	%	95% CI	%	95% CI
Any covering behavior	57.2%	54.5, 59.9	68.5%	62.3, 74.7
<b>Specific alteration of presentation</b>				
Changed dress	17.4%	15.4, 19.4	35.5%	29.2, 41.8
Changed appearance	17.4%	15.4, 19.4	35.9%	29.6, 42.1
Changed voice/mannerisms	20.1%	17.9, 22.3	39.6%	33.1, 46.1
Changed bathroom use	10.4%	8.7, 12.0	27.3%	21.3, 33.3
<b>Hid personal life</b>				
Avoided work events/travel	19.5%	17.3, 21.8	28.5%	22.5, 34.5
Avoided social events	31.4%	28.8, 34.0	37.7%	31.3, 44.1
Avoided talking about family	28.3%	25.8, 30.8	31.6%	25.4, 37.8
Avoid talking about social activities	35.6%	33.0, 38.3	40.9%	34.5, 47.4
Hid family photos	23.6%	21.2, 26.0	24.4%	18.5, 30.2
Not brought family to work-related events	22.3%	20.0, 24.7	27.5%	21.6, 33.4

Note: CI = confidence interval; Bold text indicates statistically significant difference

**Table 14. covering behaviors at work among LGBTQ employees (N=1,902) by race/ethnicity, Employment Experiences Survey, 2023**

	WHITE n=1195		PEOPLE OF COLOR n=707	
	%	95% CI	%	95% CI
Any covering behavior	54.3%	51.1, 57.6	63.2%	59.4, 67.1
<b>Specific alteration of presentation</b>				
Changed dress	15.8%	13.6, 17.9	23.7%	20.3, 27.0
Changed appearance	15.7%	13.6, 17.9	23.7%	20.4, 27.0
Changed voice/mannerisms	16.7%	14.5, 19.0	28.7%	25.0, 32.3
Changed bathroom use	9.3%	7.6, 11.1	15.6%	12.6, 18.5
<b>Hid personal life</b>				
Avoided work events/travel	16.7%	14.3, 19.1	25.1%	21.5, 28.7
Avoided social events	28.8%	25.9, 31.7	36.0%	32.1, 39.9
Avoided talking about family	26.4%	23.6, 29.2	31.4%	27.6, 35.2
Avoid talking about social activities	33.9%	30.9, 36.9	38.9%	34.9, 42.8
Hid family photos	19.7%	17.1, 22.3	28.4%	24.7, 32.1
Not brought family to work-related events	19.9%	17.2, 22.5	26.5%	22.8, 30.1

Note: CI = confidence interval; Bold text indicates statistically significant difference

**Table 15. Impact of sexual orientation- or gender identity-based discrimination and unsupportive environments on employee retention among LGBTQ employees (N=1,902), Employment Experiences Survey, 2023**

	%	95% CI
<b>LIFETIME EMPLOYEE RETENTION</b>		
Left a job due to personal treatment	33.5%	31.1, 35.9
Looked for a job due to personal treatment	35.6%	33.2, 38.0
Looked for a job due to workplace environment	38.9%	36.5, 41.4
<b>RECENT EMPLOYEE RETENTION</b>		
<b>Left a job due to personal treatment</b>		
Within the past year	6.4%	5.2, 7.6
One to five years	13.0%	11.4, 14.6
Over five years ago	14.0%	12.1, 15.9
<b>Looked for a job due to personal treatment</b>		
Within the past year	9.1%	7.8, 10.5
One to five years	13.9%	12.2, 15.5
Over five years ago	12.6%	10.8, 14.4
<b>Looked for a job due to workplace environment</b>		
Within the past year	11.6%	10.1, 13.2
One to five years	14.3%	12.6, 15.9
Over five years ago	13.1%	11.3, 14.9



	%	95% CI
<b>CURRENT EMPLOYEE RETENTION</b>		
<b>Due to workplace environment at current job</b>		
Considered Leaving	14.5%	12.8, 16.3
Steps toward finding another job	67.8%	61.8, 73.8

Note: CI = confidence interval

**Table 16. Impact of sexual orientation- or gender identity-based discrimination and unsupportive environments on employee retention among LGBTQ employees (N=1,902) by gender identity, Employment Experiences Survey, 2023**

	CISGENDER LGBTQ n=1,653		TNB n=249	
	%	95% CI	%	95% CI
<b>LIFETIME EMPLOYEE RETENTION</b>				
Left a job due to personal treatment	<b>30.7%</b>	<b>28.1, 33.2</b>	56.6%	50.1, 63.2
Looked for a job due to personal treatment	<b>32.3%</b>	<b>29.8, 34.9</b>	62.2%	55.8, 68.7
Looked for a job due to workplace environment	<b>36.5%</b>	<b>33.8, 39.1</b>	59.4%	52.8, 66.0
<b>RECENT EMPLOYEE RETENTION</b>				
<b>Left a job due to personal treatment</b>				
Within the past year	<b>4.8%</b>	<b>3.7, 5.9</b>	19.7%	14.5, 24.9
One to five years	<b>11.7%</b>	<b>10.1, 13.4</b>	23.9%	18.2, 29.6
Over five years ago	<b>14.1%</b>	<b>12.1, 16.2</b>	13.1%	8.4, 17.8
<b>Looked for a job due to personal treatment</b>				
Within the past year	<b>6.8%</b>	<b>5.5, 8.1</b>	28.2%	22.3, 34.0
One to five years	<b>13.0%</b>	<b>11.2, 14.7</b>	21.4%	16.0, 26.8
Over five years ago	<b>12.6%</b>	<b>10.6, 14.5</b>	12.6%	7.9, 17.3
<b>Looked for a job due to workplace environment</b>				
Within the past year	<b>9.6%</b>	<b>8.1, 11.2</b>	27.9%	22.2, 33.6
One to five years	<b>13.3%</b>	<b>11.6, 15.1</b>	21.9%	16.5, 27.4
Over five years ago	<b>13.5%</b>	<b>11.5, 15.5</b>	9.6%	5.5, 13.7
<b>CURRENT EMPLOYEE RETENTION</b>				
<b>Due to workplace environment at current job</b>				
Considered Leaving	<b>13.4%</b>	<b>11.6, 15.3</b>	23.6%	18.1, 29.1
Steps toward finding another job	<b>66.8%</b>	<b>60.0, 73.7</b>	72.2%	60.6, 83.7

Note: CI = confidence interval; Bold text indicates statistically significant difference

**Table 17. Impact of sexual orientation- or gender identity-based discrimination and unsupportive environments on employee retention among LGBTQ employees (N=1,902) by race/ethnicity, Employment Experiences Survey, 2023**

	WHITE n=1,195		PEOPLE OF COLOR n=707	
	%	95% CI	%	95% CI
<b>LIFETIME EMPLOYEE RETENTION</b>				
Left a job due to personal treatment	30.0%	27.1, 32.9	37.6%	33.7, 41.5
Looked for a job due to personal treatment	32.4%	29.4, 35.4	39.3%	35.4, 43.3
Looked for a job due to workplace environment	36.3%	33.2, 39.3	42.1%	38.1, 46.0
<b>RECENT EMPLOYEE RETENTION</b>				
<b>Left a job due to personal treatment</b>				
Within the past year	4.6%	3.4, 5.9	8.5%	6.4, 10.6
One to five years	10.6%	8.8, 12.3	16.0%	13.2, 18.8
Over five years ago	14.8%	12.4, 17.2	13.1%	10.1, 16.2
<b>Looked for a job due to personal treatment</b>				
Within the past year	8.1%	6.5, 9.7	10.3%	8.1, 12.6
One to five years	10.7%	9.0, 12.5	17.6%	14.6, 20.5
Over five years ago	13.6%	11.2, 15.9	11.4%	8.6, 14.3
<b>Looked for a job due to workplace environment</b>				
Within the past year	9.4%	7.7, 11.1	14.3%	11.6, 17.0
One to five years	11.7%	9.8, 13.5	17.3%	14.4, 20.3
Over five years ago	15.3%	12.8, 17.7	10.5%	7.8, 13.1
<b>CURRENT EMPLOYEE RETENTION</b>				
<b>Due to workplace environment at current job</b>				
Considered Leaving	11.3%	9.4, 13.2	18.3%	15.2, 21.4
Steps toward finding another job	60.6%	51.8, 69.4	73.0%	65.2, 80.8

Note: CI = confidence interval; All differences statistically significant

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