

The book was found

# Transgender Employment Experiences: Gendered Perceptions And The Law



## Synopsis

Brings together the workplace experiences of transgender people with an assessment of current policy protections. The complex and changing state of policy protections for transgender communities practically requires trans people to become legal experts just to navigate their everyday lives. It also simultaneously offers a window of opportunity for legal advocates to shape new laws and policies based on the lived experiences of trans people. Using personal interviews, legal case histories, and transgender theory, *Transgender Employment Experiences* combines policy analysis with the lived experiences of twenty transgender-identified employees, showing how worker protections that should exist under the Civil Rights Act are instead systematically undermined in the case of many transgender employees. Rather than focusing solely on negative experiences, however, Kyla Bender-Baird also highlights the positive experiences her respondents had coming out at work, illustrating examples of best practices in response to transitioning. Bender-Baird covers many forms of discrimination that transgender workers face, such as harassment, gender-based dress codes, income-related inequities, bathroom policies, and background checks. Drawing from this analysis, she argues for protections for gender expression in policy decisions, legislative efforts, and for a multipronged approach to workplace discrimination. With its effective balance of personal stories and legal guidance, this book is a much-needed resource for those in the field of gender and employment, from policy analysts to human resource managers to queer studies scholars. *“This is a lively, interesting, and timely book. It explores an issue that is slowly but inexorably emerging into the spotlight of legal, human resources, and diversity professionals.”* • Jillian T. Weiss, author of *Transgender Workplace Diversity: Policy Tools, Training Issues and Communication Strategies for HR and Legal Professionals*

## Book Information

Paperback: 194 pages

Publisher: SUNY Press (August 1, 2011)

Language: English

ISBN-10: 1438436742

ISBN-13: 978-1438436746

Product Dimensions: 6 x 0.5 x 9 inches

Shipping Weight: 12.5 ounces (View shipping rates and policies)

Average Customer Review: Be the first to review this item

Best Sellers Rank: #852,300 in Books (See Top 100 in Books) #111 in Books > Law > Constitutional Law > Discrimination #128 in Books > Law > Legal Theory & Systems > Gender & the Law #186 in Books > Gay & Lesbian > Nonfiction > Civil Rights

## Customer Reviews

This is a lively, interesting, and timely book. It explores an issue that is slowly but inexorably emerging into the spotlight of legal, human resources, and diversity professionals consciousness. Jillian T. Weiss, author of *Transgender Workplace Diversity: Policy Tools, Training Issues and Communication Strategies for HR and Legal Professionals*"This is a lively, interesting, and timely book. It explores an issue that is slowly but inexorably emerging into the spotlight of legal, human resources, and diversity professionals' consciousness." -- Jillian T. Weiss, author of *Transgender Workplace Diversity: Policy Tools, Training Issues and Communication Strategies for HR and Legal Professionals*

The complex and changing state of policy protections for transgender communities practically requires trans people to become legal experts just to navigate their everyday lives. It also simultaneously offers a window of opportunity for legal advocates to shape new laws and policies based on the lived experiences of trans people. Using personal interviews, legal case histories, and transgender theory, *Transgender Employment Experiences* combines policy analysis with the lived experiences of twenty transgender-identified employees, showing how worker protections that should exist under the Civil Rights Act are instead systematically undermined in the case of many transgender employees. Rather than focusing solely on negative experiences, however, Kyla Bender-Baird also highlights the positive experiences her respondents had coming out at work, illustrating examples of best practices in response to transitioning. Bender-Baird covers many forms of discrimination that transgender workers face, such as harassment, gender-based dress codes, income-related inequities, bathroom policies, and background checks. Drawing from this analysis, she argues for protections for gender expression in policy decisions, legislative efforts, and for a multipronged approach to workplace discrimination. With its effective balance of personal stories and legal guidance, this book is a much-needed resource for those in the field of gender and employment, from policy analysts to human resource managers to queer studies scholars.

[Download to continue reading...](#)

*Transgender Employment Experiences: Gendered Perceptions and the Law* Statutory Supplement to Cases and Materials on Employment Discrimination and Employment Law (American Casebook)

Series) The Transgender Teen: A Handbook for Parents and Professionals Supporting Transgender and Non-Binary Teens Identifying as Transgender (Transgender Life) The Future of Small Telescopes in the New Millennium: Volume I → Perceptions, Productivities, and Policies Volume II → The Telescopes We Use Volume ... and Space Science Library) (v. 1) You Are the Placebo Meditation 1 -- Revised Edition: Changing Two Beliefs and Perceptions Questioning Assumptions and Challenging Perceptions: Becoming an Effective Teacher in Urban Environments Journey to North Korea: Personal Perceptions (Research Papers and Policy Studies) Perceptions: Recipes from Restaurant Mark Greenaway Devil: Perceptions of Evil from Antiquity to Primitive Christianity (Cornell Paperbacks) Employment Law for Business (Irwin Business Law) Employment Law (Quick Study: Law) Radio and the Gendered Soundscape: Women and Broadcasting in Argentina and Uruguay, 1930-1950 Militarized Modernity and Gendered Citizenship in South Korea (Politics, History, and Culture) Antarctica as Cultural Critique: The Gendered Politics of Scientific Exploration and Climate Change (Critical Studies in Gender, Sexuality, and Culture) Gendered Lives: Communication, Gender and Culture Gendered Strife and Confusion: The Political Culture of Reconstruction (Women in American History) Getting Played: African American Girls, Urban Inequality, and Gendered Violence The Gendered Society Reader Gendered Lives

[Contact Us](#)

[DMCA](#)

[Privacy](#)

[FAQ & Help](#)