

RESEARCH THAT MATTERS

WORKPLACE EXPERIENCES of LGBTQ Public Sector Employees

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EXECUTIVE SUMMARY

Approximately 23.5 million adults in the United States work in the public sector, including 14.9 million local government employees, 5 million state employees, and over 3 million federal civilian employees.¹ In addition, 1.3 million adults in the U.S. serve in the active military.² Using a survey of 1,902 LGBTQ adults in the workforce conducted in the summer of 2023, this report examines experiences of employment discrimination and harassment against LGBTQ people who are employed in the public sector—including local, state, and federal government employees and those actively serving in the U.S. armed forces. We compare the experiences of public sector LGBTQ employees with those who work in the private and non-profit sectors.

Over one in 10 (11%) LGBTQ adults in the U.S. workforce are employed in the public sector, almost half (47%) of whom are LGBTQ people of color. LGBTQ women in the workforce are more likely to work in the public sector than men (14% vs. 7%).

While LGBTQ adults in the public, private, and non-profit sectors share many similarities in terms of demographics and socio-economic status, public sector LGBTQ employees are younger, more likely to be cisgender women, and more likely to have a college degree than those in the private sector. Almost two-thirds (65%) of LGBTQ adults working in the public sector are between the ages 18 and 34 compared to half (51%) of those in the private sector. Two-thirds of LGBTQ adults who work in the public sector are cisgender and transgender women (67%) compared with half of LGBTQ employees in the private sector (49%). While 61% of LGBTQ public sector employees have a bachelor's degree or post-bachelor's education, only 42% of those working in the private sector do.

Our analysis indicates that employment discrimination against LGBTQ employees in the public, private, and non-profit sectors is persistent and widespread, and shares similar patterns. Approximately 42% of LGBTQ public sector employees reported experiencing employment discrimination (including being fired, not hired, not promoted) or harassment (including being verbally, physically, or sexually harassed) because of their sexual orientation or gender identity at some point in their lives.³

¹ U.S. Bureau of Labor Statistics, *Current Employment Statistics - CES (National) - Employment and Earnings Table B-1a* (Dec. 6, 2024), <https://www.bls.gov/web/empsit/ceseeb1a.htm>.

² Department of Defense, *Defense Manpower Profile Report for Fiscal Year 2025* (May 2024), https://prhome.defense.gov/Portals/52/Documents/MRA_Docs/MPP/FY25%20Defense%20Manpower%20Profile%20Report%20-%20Publis.pdf?ver=USkQjfsW806lhjCtdzBVQ%3d%3d.

³ Our survey asked employees whether they were currently employed in the public, private, or non-profit sector and about their workplace experiences during their lives, within the past five years, within the past year, and, separately, at their current job. When assessing LGBTQ public sector employees' experiences of discrimination and harassment over their lifetime, within the past five years, and within the past year, we are unable to determine with certainty that these experiences happened while they were in public sector jobs. However, we know for certain that employment experiences at their current job occurred in public sector employment and it is likely that at least more recent experiences also occurred within public sector employment, particularly given that public sector employees "have longer tenures, on average, than those in the private sector." CRAIG COPELAND, PUBLIC RET. RES. LAB, *TRENDS IN PUBLIC SECTOR EMPLOYEE TENURE 1* (2020), https://www.ebri.org/docs/default-source/prrl/research-studies/01-rs_tenure_7may2020.pdf. See methodology section for additional details.

Within the past year, approximately one in ten (11%) LGBTQ public sector employees reported that they had been fired, not hired, or not promoted because of their sexual orientation or gender identity and 14% reported experiencing at least one form of harassment at work.

Public sector LGBTQ employees were less likely than those in the private sector to report that the discrimination and harassment they experienced was motivated by religion (40% v. 51%). They were also less likely to report that they were out to their supervisor (45%) than those in the non-profit (61%) sector—and out to all their coworkers (22%) than those in the private sector (33%).

Due to adverse workplace experiences, 30% of LGBTQ public sector employees reported that they had left a job because of how they were treated based on their sexual orientation and gender identity, including 9% who had left a job for that reason in the prior year.

While the key findings of the report are summarized below, the full report includes quotes from LGBTQ public sector employees to illustrate their experiences of discrimination and harassment in the workplace and suggest areas for future research.

KEY FINDINGS

Demographics

- About two-thirds (65%) of LGBTQ employees in the public sector are under the age of 35, and 80% are under the age of 45. By comparison, 51% of LGBTQ employees in the private sector are under the age of 35, and 69% are under the age of 45.
- Almost two-thirds of LGBTQ public sector employees identify as bisexual (66%) while 19% identify as lesbian and 11% identify as gay. Less than 4% selected either something else, “not sure,” or straight to describe their sexual orientation.
- Nine percent of LGBTQ public sector employees identified as transgender (4%) or nonbinary (5%).
- Almost half of LGBTQ public sector employees are people of color (47%), including 25% who identify as Latinx, 14% who identify as Black, 5% who identify as Asian American and 4% who identify as another race or multiracial.
- Two-thirds of LGBTQ public sector employees are cisgender and transgender women (67%) compared to half (49%) of LGBTQ private sector employees.
 - Put differently, lesbian, bisexual, and transgender women are twice as likely to work in the public sector as gay, bisexual, and transgender men (14% vs. 7%).
 - More specifically, lesbians (15%) and bisexual women (14%) are approximately three times as likely to work in the public sector as gay men (5%).
- While 61% of LGBTQ adults working in the public sector have a bachelor’s degree or post-bachelor’s education, only 42% of those working in the private sector do. Over one in four LGBTQ public sector employees has more than a bachelor’s education (27%) compared to just 12% of those working in the private sector.
- Similar to LGBTQ employees in other sectors, almost half (45%) of LGBTQ public sector employees reported making less than \$50,000 a year.

Lifetime Experiences of Discrimination and Harassment

- More than four in ten (42%) LGBTQ public sector employees reported experiencing some form of discrimination or harassment, including being fired, not hired, not promoted, or verbally, physically, or sexually harassed because of their sexual orientation or gender identity at some point in their lives.
 - **Discrimination:** About one-third (32%) of LGBTQ public sector employees reported experiencing at least one form of employment discrimination (including being fired, not hired, not promoted, or experiencing other unequal treatment in workplace benefits or opportunities) because of their sexual orientation or gender identity at some point in their lives.
 - About one in five LGBTQ public sector employees reported being fired (19%), not being hired (24%), or not being promoted (21%) because of their sexual orientation or gender identity.
 - LGBTQ public sector employees also described other types of unfair treatment based on their sexual orientation and gender identity. Some of these experiences included being isolated from other employees, clients, or students in their workplaces because of their LGBTQ status.
 - **Harassment:** More than one-third (36%) of LGBTQ public sector employees reported experiencing at least one form of harassment (verbal, physical, or sexual harassment) at work because of their sexual orientation or gender identity at some point in their lives.
 - Twenty-nine percent of LGBTQ public sector employees reported experiencing verbal harassment from supervisors or coworkers because of their sexual orientation or gender identity, including being called names, being misgendered, and being harassed for not conforming to traditional binary gender or gender stereotypes.
 - Fifteen percent of LGBTQ public sector employees reported experiencing physical harassment at work because of their sexual orientation or gender identity.
 - One in five (20%) of LGBTQ public sector employees reported experiencing sexual harassment at work.
 - **Negative comments in the workplace:** Beyond how they have been personally treated, 70% of LGBTQ public sector employees had heard negative comments about LGBTQ people in the workplace.
- Religious motivation for adverse treatment: While four out of ten LGBTQ public sector employees reported that the discrimination and harassment that they experienced in the workplace was motivated by religion, they were less likely to report a religious motivation for their treatment than those in the private sector (40% v. 51%).

Intersectional Discrimination and Harassment

- When asked to describe their worst experiences of discrimination and harassment based on sexual orientation or gender identity, some LGBTQ public sector employees described intersectional discrimination based on their multiple marginalized identities. In addition to discrimination based on their sexual orientation or gender identity, they described discrimination related to or based on their race/ethnicity, disability, religion, and gender expression.

Recent Experiences of Discrimination and Harassment

- Nearly one in five (18%) LGBTQ public sector employees reported experiencing some form of discrimination or harassment in the past year and nearly one in three (32%) reported discrimination or harassment in the past five years.
 - **Discrimination:** One in ten (11%) LGBTQ public sector employees reported experiencing employment discrimination (including being fired, not hired, or being denied a promotion or other workplace opportunities) based on their sexual orientation or gender identity in the past year, and one in five (23%) reported these experiences in the past five years.
 - **Harassment:** Fourteen percent of LGBTQ public sector employees reported experiencing harassment (including verbal, physical, or sexual harassment) in the workplace based on their sexual orientation or gender identity in the past year, and over one-fourth (27%) reported these experiences in the past five years.
 - **Negative comments:** Forty percent of LGBTQ public sector employees reported hearing negative comments about LGBTQ people in the workplace in the past year, and 58% reported hearing such comments in the past five years.

Experiences at Current Job

- Employees were asked specifically about their experiences at their current job. Less than two-thirds (62%) of LGBTQ public sector employees felt that their current workplace environment was somewhat or very supportive of LGBTQ employees, while 10% felt the environment was somewhat or very unsupportive.
- Almost three-fourths (74%) of LGBTQ public sector employees were somewhat or very satisfied with their current job, while 14% were somewhat or very dissatisfied with their current job.
- Twenty-nine percent of LGBTQ public sector employees reported one or more adverse workplace experiences related to their sexual orientation or gender identity at their current job.

Out at Work

- LGBTQ public sector employees were less likely to report that they were out to their supervisor (45%) than those in the non-profit sector (61%).
- LGBTQ public sector employees were also less likely to report that they were out to all their coworkers (22%) than those in the private sector (33%).
- One in four LGBTQ public sector employees (25%) reported that they were not out to any of their coworkers.

Covering

- Two-thirds of LGBTQ public sector employees (66%) reported engaging in covering behaviors at their current job in order to avoid discrimination or harassment related to their sexual orientation or gender identity.
 - Approximately one-fifth to one-fourth of LGBTQ public sector employees reported changing how they dressed (21%), changing their physical appearance (26%), or changing their voice or mannerisms (27%) at work in order to avoid discrimination or harassment.
 - LGBTQ public sector employees were more likely to report that they changed their appearance at work (26%) to avoid discrimination and harassment than those in the private sector (18%).
 - LGBTQ public sector employees also reported avoiding work events and travel (24%) and avoiding work-related social events (36%) in order to avoid discrimination or harassment.
 - Many LGBTQ public sector employees have not involved their families in their professional lives in order to avoid discrimination and harassment. Nearly four in ten (39%) avoided talking about their family at work, 29% have not displayed photos of their partner or family at work, and 28% have not brought family to work events.
 - LGBTQ public sector employees were more likely to report not talking about their families at work (39%) to avoid discrimination and harassment than those in the private sector (28%).

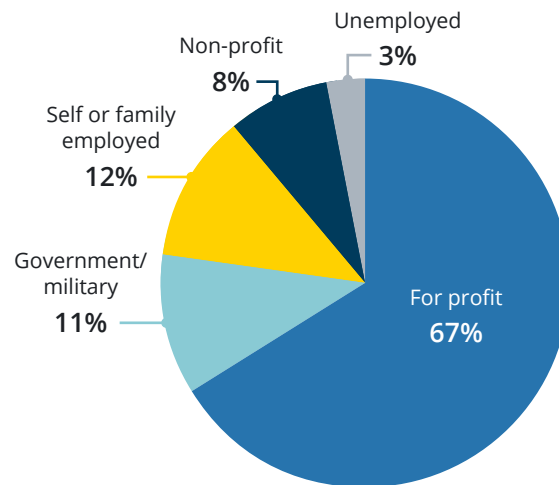
Retention

- Due to adverse workplace experiences, 30% of LGBTQ public sector employees reported that they had left a job at some point in their lives because of how they were treated based on their sexual orientation and gender identity, including 9% who had left a job for that reason in the prior year.
- Thirty-seven percent of LGBTQ public sector employees reported looking for other jobs because of how they were personally treated by their employer based on their LGBTQ status and 40% reported looking for other jobs due to their workplace environment being unsupportive of LGBTQ people in general.
- Due to the workplace environment for LGBTQ people at their current public sector job, nearly one in five LGBTQ public sector employees (18%) reported they had considered leaving. Of those, over two-thirds (68%) reported they had already taken steps towards finding another job.

INTRODUCTION

Over 8 million workers in the U.S. identify as LGBTQ.⁴ Eleven percent of LGBTQ workers, approximately 900,000 LGBTQ adults, are employed in the public sector, including those who work for local, state, or federal governments and those who serve as active members of the military.⁵

Figure 1. LGBTQ adults in the workforce by employment sector



In all employment sectors, employment discrimination and harassment based on sexual orientation and gender identity have been widely documented.⁶ Recent research has found that LGBTQ people continue to face mistreatment in the workplace,⁷ 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 1964.⁸ 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.⁹

Prior Williams Institute research has documented high levels of discrimination against public sector employees and concluded that patterns of discrimination against LGBTQ employees are similar in the public and private sectors.¹⁰ Research by a number of other scholars has reached similar

⁴ 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>.

⁵ Brad Sears et al., Williams Inst., *LGBT People's Experiences of Workplace Discrimination and Harassment* (2023), <https://williamsinstitute.law.ucla.edu/wp-content/uploads/Workplace-Discrimination-Aug-2024.pdf>.

⁶ 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>.

⁷ Sears et al., *supra* note 5.

⁸ *Bostock v. Clayton Cty*, 140 S. Ct. 1731 (2020).

⁹ 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/>.

¹⁰ See, e.g., Equality Act, Hearing Before the Senate Judiciary Comm., 117th Cong. (2021) (Statement of Brad Sears et al.), <https://williamsinstitute.law.ucla.edu/wp-content/uploads/Testimony-Equality-Act-State-Governments-Mar-2021.pdf>; Christy Mallory & Brad Sears, *Discrimination against State and Local Government LGBT Employees: An Analysis of Administrative Complaints*,

conclusions.¹¹ For example, a recent study based on a representative sample of more than 300,000 federal government employees working at agencies with LGBT-inclusive policies concluded that “LGBT employees report worse workplace experiences than their colleagues across 16 measures of employee treatment, workplace fairness, and job satisfaction.”¹² Within the public sector, research has documented particularly high levels of discrimination against LGBTQ educators;¹³ LGBTQ people serving in law enforcement and corrections¹⁴ and in the military,¹⁵ and those working in STEM-related

4 HARV. KENNEDY LGBTQ POLICY J. 37 (2014); Christy Mallory & Brad Sears Williams Inst., Public and Private Sector Employees’ Perceptions of Discrimination against LGBTQ People in Employment, Education, Health Care, and Law Enforcement (2021), <https://williamsinstitute.law.ucla.edu/wp-content/uploads/Employee-Perceptions-Discrimination-Apr-2021.pdf>; Brad Sears, Nan Hunter & Christy Mallory, Williams Inst., Documenting Discrimination Based on Sexual Orientation and Gender Identity in State Employment: Relationship of Sexual Orientation and Gender Identity to Performance in the Workplace (2009), <https://williamsinstitute.law.ucla.edu/wp-content/uploads/LGBT-Discrim-State-Employ-Sep-2009.pdf>; Brad Sears, Nan Hunter & Christy Mallory, Williams Inst., Documenting Discrimination on the Basis of Sexual Orientation and Gender Identity in State Employment: Surveys of LGBT Public Employees and Their Co-Workers (2009), https://williamsinstitute.law.ucla.edu/wpcontent/uploads/12_SpecificExamples.pdf.

¹¹ See e.g., Erin A. Cech & William R. Rothwell, *LGBT Workplace Inequality in the Federal Workforce: Intersectional Processes, Organizational Contexts, and Turnover Considerations*, 73 ILR REV. 25 (2020); Gregory B. Lewis & David W. Pitts, *LGBT–Heterosexual Differences in Perceptions of Fair Treatment in the Federal Service*, 47 AM. REV. PUB. ADMIN. 574 (2017); Hyunkang Hur, *The Role of Inclusive Work Environment Practices in Promoting LGBT Employee Job Satisfaction and Commitment*, 40 PUB. MONEY & MGMT. 426 (2019); David Lee et al., *Organizational Justice and the Inclusion of LGBT Federal Employees: A Quasi-Experimental Analysis Using Coarsened Exact Matching* 41 REV. PUB. PERSONNEL ADMIN. 700 (2021); David A. Periard et al., *LGB and Heterosexual Federal Civilian Employee Differences in the Workplace*, 5 PSYCH. SEXUAL ORIENTATION & GENDER DIVERSITY 557 (2018); Kuk-Kyoung Moon, *Fairness at the Organizational Level: Examining the Effect of Organizational Justice Climate on Collective Turnover Rates and Organizational Performance*, 46 PUB. PERSONNEL MGMT. 118 (2017); Stephanie A. Pink-Harper et al., *“Justice for All”: An Examination of Self-Identified LGBT Job Satisfaction in the US Federal Workforce*, 34 CAN. J. ADMIN. SCI. 182 (2017).

¹² See e.g., Cech & Rothwell, *supra* note 11.

¹³ See, e.g. Anya Kamenetz, *More Than Half of Transgender Teachers Surveyed Tell NPR They Are Harassed At Work*, NPR, <https://www.npr.org/sections/ed/2018/03/08/575723226/more-than-half-of-transgender-teachers-face-workplace-harassment> (Mar. 8, 2018); Tiffany E. Wright & Nancy J. Smith, *A Safer Place? LGBT Educators, School Climate, and Implications for Administrators*, 79 EDUC. FORUM 394 (2015); Catherine Connell, *SCHOOL’S OUT: GAY AND LESBIAN TEACHERS IN THE CLASSROOM* (2014).

¹⁴ See, e.g., Helen Yu & David Lee, *LGBTQ+ Officers in US Federal Service: An Examination of Workplace Inclusion and Experiencing Sex-Based Discrimination*, 34 POLICING & SOCIETY 1 (2023); Kristie Daken et al., *Correctional Staff Knowledge, Attitudes and Behaviors toward Incarcerated Trans People: A Scoping Review of an Emerging Literature*, 25 INT. J. TRANS. HEALTH 149 (2023); Annelise Mennicke et al., *Workplace Experiences of Gay and Lesbian Criminal Justice Officers in the United States: A Qualitative Investigation of Officers Attending a LGBT Law Enforcement Conference*, 28 POLICING & SOCIETY 712 (2018); Williams Inst., *Discrimination against Law Enforcement Officers on the Basis of Sexual Orientation and Gender Identity: 2000 to 2013* (2013), <https://williamsinstitute.law.ucla.edu/wp-content/uploads/Law-Enforcement-DiscrimReport-Nov-2013.pdf>.

¹⁵ Felicia R. Carey et al., *Military Service Experiences and Reasons for Service Separation among Lesbian, Gay, and Bisexual Individuals in a Large Military Cohort*, 22 BMC PUB. HEALTH 39 (2022); Morgan A. Conway et al., *The Role of Perceived Support and Perceived Prejudice in the Health of LGBT Soldiers*, 18 SEX. RES. & POLICY 54 (2021); Kathleen A. McNamara et al., *“Even If the Policy Changes, the Culture Remains the Same”: A Mixed Methods Analysis of LGBT Service Members’ Outness Patterns*, 47 ARMED FORCES & SOCIETY 505 (2021); Nicholas A. A. Livingston et al., *Experiences of Trauma, Discrimination, Microaggressions, and Minority Stress among Trauma-Exposed LGBT Veterans: Unexpected Findings and Unresolved Service Gaps*, 11 PSYCH. TRAUMA: THEORY, RES., PRACTICE & POLICY 695 (2019); Carrie L. Lucas et al., *Military Sexual Assault as a Mediator of the Association Between*

(science, technology, engineering and math) public sector agencies and occupations.¹⁶ Within the LGBTQ workforce, research has also noted higher rates of discrimination, assault, and harassment, and lower rates of job satisfaction, for transgender employees, LGBTQ women, and LGBTQ people of color working in the public sector.¹⁷

The current study examines experiences of employment discrimination and harassment against LGBTQ public sector employees using a survey of 1,902 LGBTQ adults in the workforce conducted in the summer of 2023, including 226 LGBTQ adults who currently work in the public sector. We compare the experiences of LGBTQ public sector employees with those who currently work in the private and non-profit sectors. The study updates and expands upon a series of reports published by the Williams Institute in 2021 and 2024 focused on employment discrimination against LGBTQ people.

Posttraumatic Stress Disorder and Depression Among Lesbian, Gay, and Bisexual Veterans, 31 J. TRAUMA STRESS. 613 (2018).

¹⁶ Erin A. Cech & Michelle V. Pham, *Queer in STEM Organizations: Workplace Disadvantages for LGBT Employees in STEM Related Federal Agencies*, 6 Soc. Sci. 1 (2017).

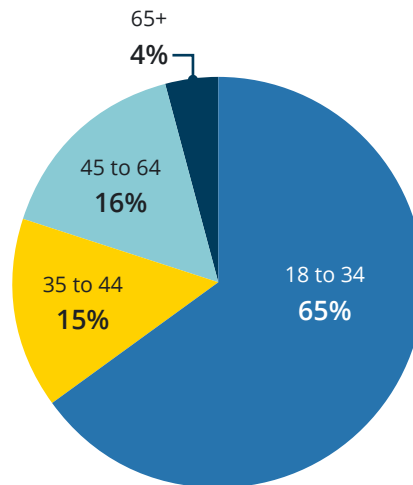
¹⁷ See, e.g., Cech & Rothwell, *supra* note 11 (LGBT women and people of color federal employees have consistently more negative experiences than do men and white LGBT workers); A. F. Yerke & V. Mitchell, *Transgender People in the Military: Don't Ask? Don't Tell? Don't Enlist!*, 60 J. HOMOSEXUALITY 436 (2013); Kerry Beckman et al., *Military Sexual Assault in Transgender Veterans: Results From a Nationwide Survey*, 31 J. TRAUMA STRESS. 181 (2018); Kristin M. Mattocks et al., *Sexual Victimization, Health Status, and VA Healthcare Utilization Among Lesbian and Bisexual Veterans*, 28 J. GEN. INTERN. MED. 604 (2013).

RESULTS

DEMOGRAPHICS

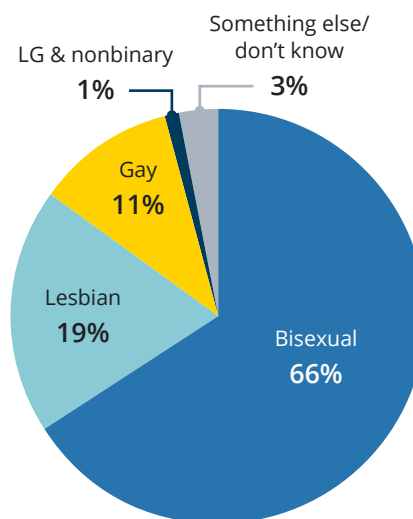
LGBTQ public sector employees are younger than those in the private sector. About two-thirds (65%) of LGBTQ employees in the public sector are under the age of 35 and 80% are under the age of 45. By comparison, 51% of LGBTQ employees in the private sector are under the age of 35 and 69% are under the age of 45.

Figure 2. LGBTQ public sector employees by age cohort



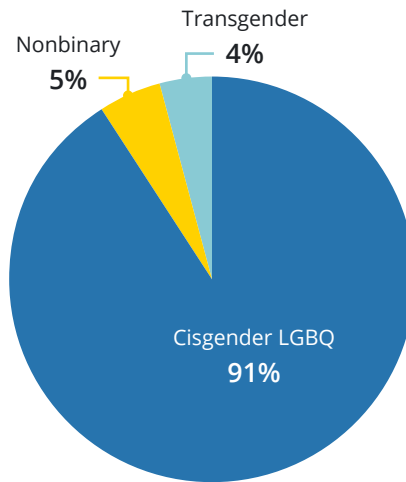
Almost two-thirds of LGBTQ employees in the public sector identify as bisexual (66%) while 19% identify as lesbian and 11% identify as gay. Less than 4% selected either something else, "not sure," or straight to describe their sexual orientation.

Figure 3. LGBTQ public sector employees by sexual orientation



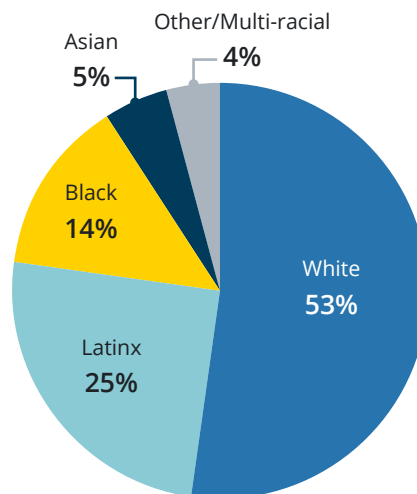
Nine percent of LGBTQ employees in the public sector identify as transgender (4%) or nonbinary (5%).

Figure 4. LGBTQ public sector employees by gender identity



Almost half of LGBTQ employees in the public sector are people of color (47%), including 25% who identify as Latinx, 14% who identify as Black, 5% who identify as Asian American and 4% who identify as another race or multiracial.

Figure 5. LGBTQ public sector employees by race/ethnicity



LGBTQ public sector employees are more likely to be cisgender and transgender women than those in the private sector. Two-thirds of LGBTQ public sector employees are LGBTQ women (67%) compared with half (49%) of LGBTQ private sector employees.

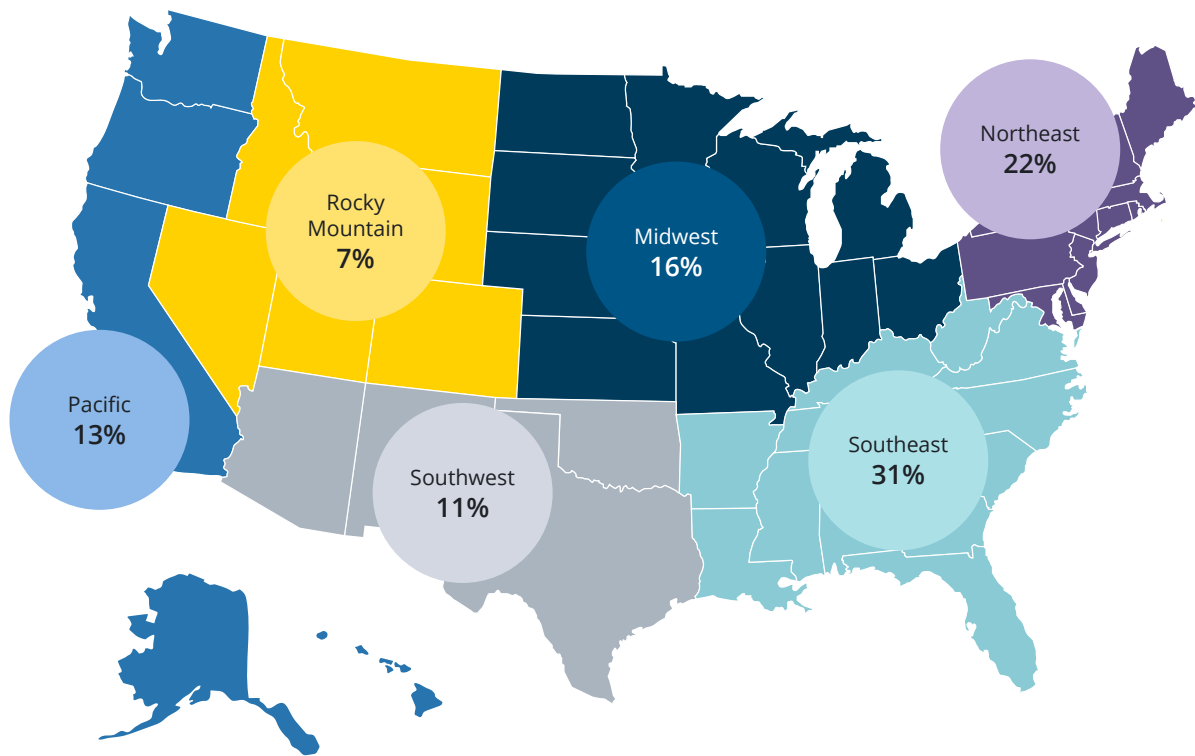
LGBTQ public sector employees are also more likely to have a college degree than those in the private sector. While 61% of LGBTQ adults working in the public sector have a bachelor's degree or post-bachelor's education, only 42% of those working in the private sector do. Over one in four LGBTQ employees working in the public sector have post-bachelor's education (27%) compared with just 12% of those working in the private sector.

Similar to LGBTQ employees in other sectors, almost half (45%) of LGBTQ public sector employees reported making less than \$50,000 a year, with 12% making less than \$24,000 a year. Only 17% were making \$100,000 or more a year.

Over half of LGBTQ public sector employees are currently living with a partner (56%) including 30% who reported living with their married spouse.

In terms of geography, almost half (47%) of LGBTQ people working in the public sector live in the Southeast (31%) and Midwest regions (16%). One in five live in the Northeast region (22%) and the remainder live in the Pacific (13%), Southwest (11%), and Rocky Mountain (7%) regions.

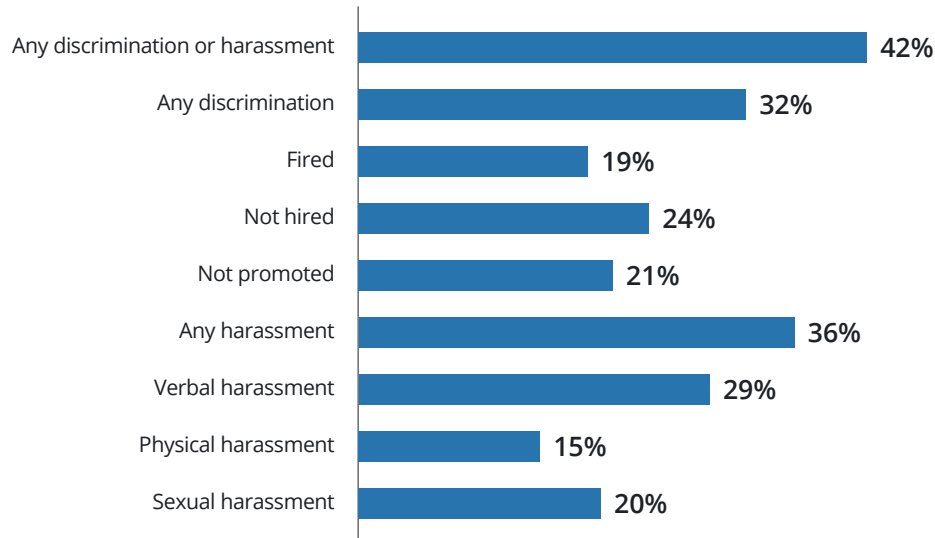
Figure 6. LGBTQ public sector employees by region



LIFETIME EXPERIENCES OF DISCRIMINATION AND HARASSMENT

Employment discrimination against LGBTQ employees in the public sector is persistent and widespread. At some point in their lives, over four in 10 (42%) LGBTQ public sector employees reported experiencing some form of discrimination or harassment, including being fired, not hired, not promoted, or verbally, physically, or sexually harassed because of their sexual orientation or gender identity.

Figure 7. Lifetime experiences of discrimination and harassment based on LGBTQ status among LGBTQ public sector employees



Discrimination

About one-third (32%) of LGBTQ public sector employees reported experiencing at least some form of employment discrimination (including being fired, not hired, not promoted, or being denied other workplace opportunities) because of their sexual orientation or gender identity at some point in their lives. More specifically, 19% reported being fired, 24% reported not being hired, and 21% reported not being promoted or having been denied other opportunities at work because of their sexual orientation or gender identity.

In response to a question asking respondents to describe their worst experiences of discrimination or harassment based on their LGBTQ identity, some LGBTQ respondents described being fired and denied promotions or raises:

I was fired when my employer found out I was in a lesbian relationship.

— Black cisgender bisexual woman from Maryland

I am a female who often wears unisex or masculine looking clothes. I used to be a full-time teacher in a public school, and stood out among the other faculty, who were mostly feminine women with husbands and children. Midway through the school year, I was bluntly told by an administrator that my contract was not being renewed ... I believe this administrator ... dislike[d] me ... because of my gender expression and clothing choices.

— White cisgender sexual minority woman from California

I received rude comments about “am I a boy or girl” and I was not promoted because of my pronouns. They said that God didn’t make me this way.

— White nonbinary bisexual employee from North Carolina

I was passed over for promotions and raises because I don't have a typical nuclear family and dependents.

— Asian American nonbinary sexual minority employee from Washington

Some LGBTQ public sector respondents reported having their responsibilities changed because they were LGBTQ, including having their contact with coworkers, students, and clients changed or limited:

My coworker was being promoted and the division he was moving into complained to HR because they didn't feel comfortable working with a trans man. That led to me coming out as asexual in solidarity. That caused me to get called slurs and to get transferred to a different division after coworkers complained about my work ethic immediately following my coming out.

— White cisgender asexual employee from Florida

I've had people not want to be near me and make rude comments.

— White cisgender bisexual woman from New York

Once they found out that I was bisexual, they didn't want me to work with the older kids.

— Latinx nonbinary bisexual employee from Kansas

I was told that I couldn't continue to work with a vendor because they were uncomfortable with my sexual orientation

— White cisgender gay man from Tennessee

Other forms of discrimination included excessive monitoring and reprimands, restricted access to the bathroom, and being outed at work:

My partner and I were targeted at work and our every move was watched and nitpicked. We were getting in trouble for things we never did.

— White cisgender bisexual woman from North Carolina

My worst experience at work was due to me identifying as non-binary ... I used the family, (unisex) restrooms [because I was told to]. However, it is a very far away from my office than then other bathrooms for women and men ... My supervisor began to tell me that I needed to hurry up ... I didn't have a choice, but I got in trouble every day, every time I went. No one said anything to defend me.

— Black nonbinary bisexual employee from North Carolina

I was verbally outed in front of customers.

— White cisgender bisexual woman from Utah

Harassment

Over one-third (36%) of LGBTQ public sector employees reported experiencing at least one form of harassment (verbal, physical, or sexual) at work at some point in their lives because of their sexual orientation or gender identity.

Verbal Harassment

More specifically, 29% of LGBTQ public sector employees reported experiencing verbal harassment at work because of their sexual orientation or gender identity. Examples of verbal harassment provided by respondents include:

I work in a special education class where our job responsibilities are to change diapers at times. [My coworker] used my discomfort with changing diapers to try and manipulate it in a way that makes me seem like a predator because I'm a lesbian.

— Latinx cisgender lesbian from California

I was made fun of in group chats with my coworkers and nothing was done about it.

— White cisgender bisexual woman from Arizona

During the monkey pox situation, a coworker who knew I was gay, said that only gay people can get it because it's a sexually transmitted disease. She of course was wrong, but she was clearly pointing me out.

— Latinx cisgender gay man from Texas

Some reports of verbal harassment were focused on respondents not conforming to the gender expectations of their sex assigned at birth:

A supervisor in the military ... assumed my gender meant I was less capable of my job and said so openly.

— White transgender bisexual employee from California

People misgendered me and made fun of trans things. They said that trans/gay people are going to hell.

— White transgender bisexual man from Wisconsin

I don't present as female in public yet, however I've had snide comments about the length of my hair and the choice of "colorful" clothes I wear to work. People started treating me differently when they found out I have a non-binary partner.

— White transgender sexual minority woman from North Carolina

When describing incidents of verbal harassment, some LGBTQ public sector respondents described the harassment coming not just from their supervisors or coworkers but from clients, customers, students, and/or their students' parents:

An older customer came in, assumed I was gay because of my look and continued to insult me by saying homophobic slurs.

— White cisgender bisexual woman from Florida

Students have made negative comments when reading stories with LGBTQ themes. A student this year expressed her discomfort with two male students reading the parts of Romeo and Juliet (they volunteered for roles) because it bothered her.

— Latinx cisgender bisexual woman from Illinois

My job was in customer service and some women who I would help would ask for a different associate and say it was against their beliefs to work with someone like me.

— Latinx cisgender lesbian from California

Physical and Sexual Harassment

Fifteen percent of LGBTQ public sector employees reported experiencing physical harassment because of their LGBTQ status in the workplace, and 20% reported sexual harassment.

When describing incidents of physical and sexual harassment, some bisexual women linked the sexual harassment they experienced at work with their bisexual identity. In addition, several respondents reported that supervisors or coworkers suggested that they could “turn them straight” through either consensual or nonconsensual sex. Specific examples of sexual and physical harassment provided by respondents included the following:

*Someone called me a f*g and pushed me down the stairs.*

— White cisgender bisexual man from Texas

A boss tried to rape me about six years ago after a work Christmas party.

— Black cisgender bisexual woman from Florida

*I kept being told all women think they are a lesbian or bisexual, until they get f*cked by a proper man.*

— White cisgender bisexual woman from Ohio

A cisgender male coworker sexually harassed me and suggested I have a threesome with him and his wife, then retaliated against me in the form of verbal attacks and threats of sexual violence when I flatly turned him down and reported him to management.

— Black cisgender bisexual woman from California

I have had male coworkers make comments on how I just need to “spend one night with them” to “straighten out.”

— Black cisgender lesbian from Mississippi

Unfair Treatment and Negative Comments

In addition to reporting instances of discrimination and harassment, many LGBTQ public sector employees reported being treated unfairly at work due to their sexual orientation or gender identity. More than one-third of LGBTQ employees (34%) reported being treated unfairly at work because of their sexual orientation or gender identity. Beyond how they were treated personally, most LGBTQ public sector employees (70%) reported hearing negative comments, slurs, or jokes about LGBTQ people in general while at work.

Religious Motivation

Respondents to the survey were asked if they believed that discrimination and harassment against them was motivated by religion, and if so to explain why. While LGBTQ public sector employees were less likely than private sector employees to report that the discrimination and harassment they experienced was motivated by religion (40% vs. 51%), four in 10 still felt that their treatment was motivated by religion:

An older, devout Christian coworker suggested that I shouldn't receive a merit-based promotion because I was “sinful” and wouldn't be “a good example for other workers to follow” because I'm openly queer.

— Black cisgender bisexual woman from California

Because of my sexual orientation, I was an outcast working in the public school system. I was told that it was wrong for me to have a sexual orientation because it was against the Bible and against God and that I was going to hell.

— Black cisgender sexual minority woman from Virginia

Working in the South, oftentimes my orientation comes in conflict with the religious beliefs of my coworkers. Constantly I'm forced to defend my identity over their beliefs.

— White cisgender gay man from Tennessee

They felt as if their religious beliefs gave them permission to be bigoted. I received encouragement to go to church and reconsider “how I am.”

— Asian American nonbinary sexual minority person from Washington

I had a conservative Muslim coworker tell me that it was against their religion to be homosexual and that they felt uncomfortable knowing that I liked women.

— Latinx cisgender bisexual woman from California

Intersectional Discrimination

Some LGBTQ public sector employees reported incidents of discrimination and harassment that related to their multiple marginalized identities, or intersectional discrimination.

LGBTQ public sector respondents reported incidents of discrimination and harassment that were also based on their race and/or ethnicity, gender, disability, and religion:

Every day that I came into work I would hear gay slurs: “she thinks she is a man” and also “that black B. She is a woman and needs to dress like one and not like a man.”

— Black cisgender lesbian from New York

*This one old Caucasian lady came in and called me a Ni**er Fa**ot and then left.*

— Black cisgender gay man from North Carolina

I have been called racial slurs and told I was unprofessional for wearing my reasonable accommodation headphones while I worked. I have also been exposed to coworkers making cracks about me liking both sides and can never make decisions and will never amount to anything at work. It just keeps going in that direction.

— White cisgender bisexual woman from California

I got harassed every day for being bisexual and having a certain religion that doesn’t allow this sexuality. I felt very defeated.

— Asian American cisgender bisexual man from Florida

I was being hit on by my coworkers for being openly bisexual... They also called me a “bomber” because I am part Muslim.

— Latinx cisgender bisexual woman from Texas

*On top of calling me a f*g, my manager said that her religious beliefs (a staunch Catholic) were pretty clear on gay people, and that she “totally understood why I left the church to become a filthy Jew.”*

— Latinx cisgender gay man from Texas

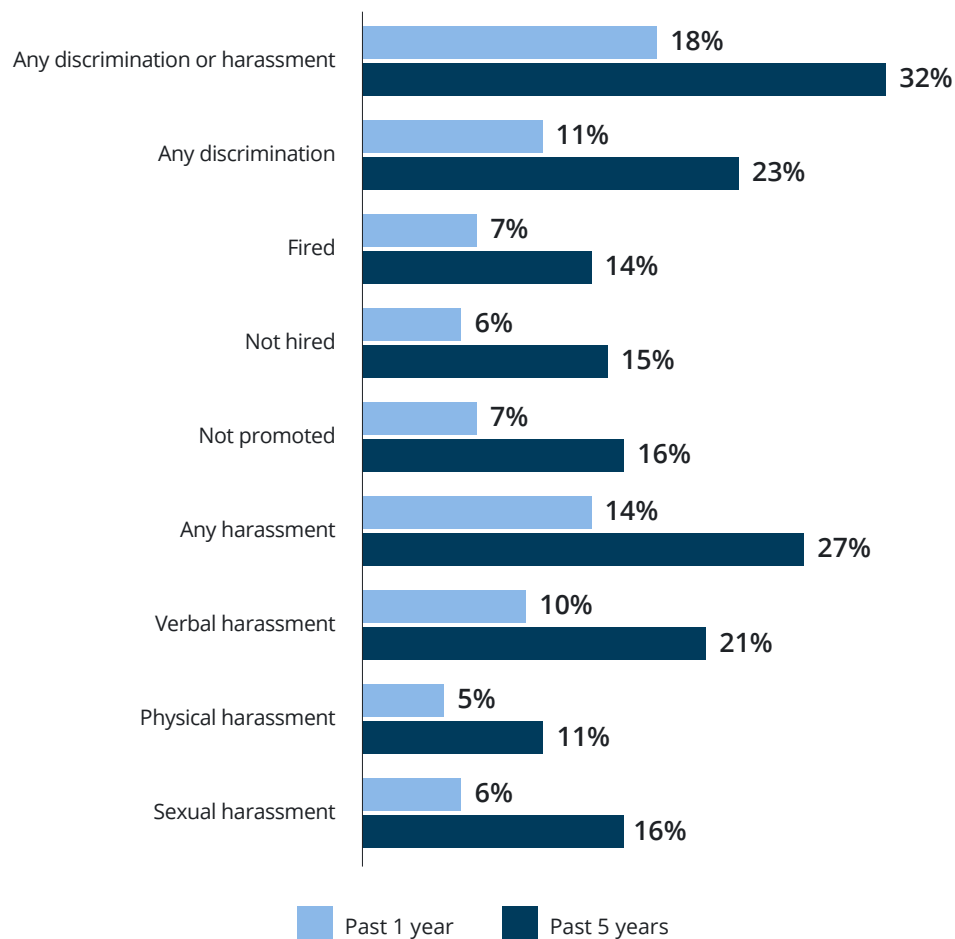
RECENT EXPERIENCES OF DISCRIMINATION AND HARASSMENT

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.¹⁸ This decision extended non-discrimination protections to LGBTQ employees nationwide as of June 2020.

Nearly one in five (18%) LGBTQ public sector employees reported experiencing some form of discrimination or harassment in the past year and nearly one in three (32%) reported discrimination or harassment in the past five years.

More than one in 10 LGBTQ public sector employees said they experienced discrimination (11%) or harassment (14%) within the past year due to their sexual orientation or gender identity; 23% reported experiencing discrimination, and 27% reported experiencing harassment at work within the past five years.

Figure 8. Recent experiences of discrimination and harassment based on LGBTQ status among LGBTQ public sector employees



¹⁸ 140 S. Ct. 1731 (2020).

In terms of the specific forms of discrimination experienced in the past year, 7% of LGBTQ public sector employees reported being fired, 6% reported not being hired, and 7% reported being denied a promotion or other workplace opportunities. In terms of specific forms of harassment experienced in the past year, 10% of LGBTQ public sector employees reported verbal harassment, 5% reported physical harassment, and 6% reported sexual harassment.

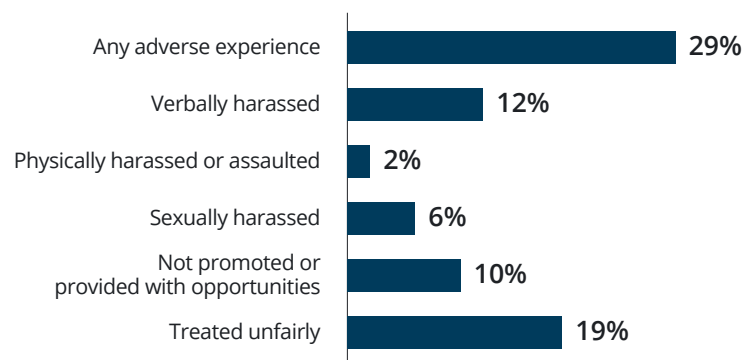
Twelve percent of LGBTQ public sector employees reported being treated unfairly at work based on their sexual orientation or gender identity within the past year, and almost a quarter (24%) reported unfair treatment in the past five years. Forty percent of LGBTQ public sector employees reported hearing negative comments at work about LGBTQ people in the past year, and 58% reported hearing such comments in the past five years.

EXPERIENCES AT CURRENT JOB

Respondents were asked specifically about their experiences at their current job. Less than two-thirds of LGBTQ public sector employees (62%) felt that their current workplace environment was somewhat or very supportive, while 10% felt the environment was somewhat or very unsupportive of LGBTQ people. Almost three-fourths of LGBTQ public sector employees (74%) were very or somewhat satisfied with their public sector job, while 14% reported being somewhat or very dissatisfied.

Twenty-nine percent of LGBTQ public sector employees reported one or more adverse workplace experiences related to their sexual orientation or gender identity at their current job. More specifically, 19% of LGBTQ public sector employees reported being treated unfairly, 12% reported being verbally harassed, 10% reported being denied a promotion or other opportunities, 6% reported being sexually harassed, and 2% reported being physically harassed or assaulted at their current job.

Figure 9. Adverse workplace experiences based on LGBTQ status among LGBTQ public sector employees at their current job

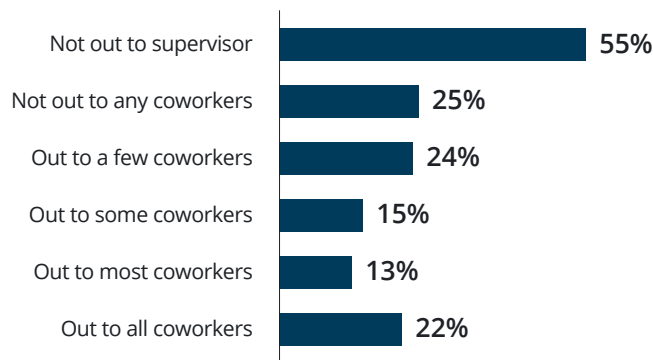


AVOIDING AND ADDRESSING DISCRIMINATION AND HARASSMENT

LGBTQ employees often take steps to avoid experiencing discrimination and harassment¹⁹ and may conceal their sexual orientation or gender identity at work, avoid talking about their personal lives with coworkers, and change 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 wellbeing.²⁰

Over half (55%) of LGBTQ public sector employees reported that they are not out about being LGBTQ to their current supervisor and 25% reported that they are not out to any of their coworkers. Less than one-fourth (22%) reported that they were out to all their coworkers.

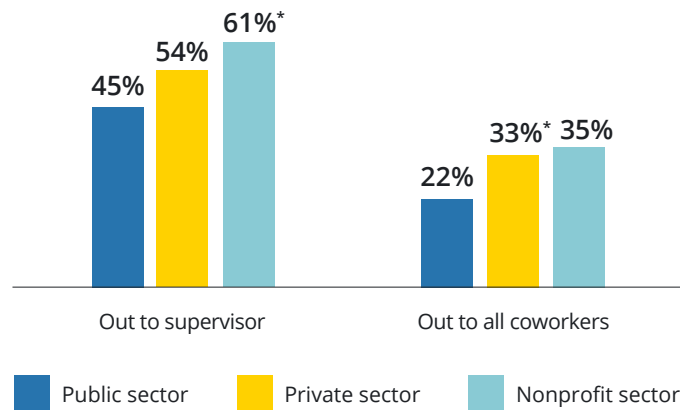
Figure 10. Out at work at current job among LGBTQ public sector employees



LGBTQ public sector employees were less likely to report that they were out to their supervisor (45%) than those in the non-profit sector (61%) and that they were out to all their coworkers (22%) than those in the private sector (33%).

¹⁹See Christy Mallory & Brad Sears, *LGBTQ Discrimination, Subnational Public Policy, and Law in the United States*, in OXFORD RES. ENCYC. POL. (2020).

²⁰ 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).

Figure 11. Out at work at current job among LGBTQ employees by employment sector

*statistically significant difference when comparing LGBTQ public sector employees to LGBTQ private sector employees and LGBTQ non-profit sector employees at a confidence level of 95%

Not being out, in full or in part, is a way that many LGBTQ employees protect themselves from discrimination and harassment. Williams Institute research has shown that those who are out to at least some people in the workplace were twice as likely to have experienced discrimination or harassment because of their sexual orientation or gender identity as those who are not out to anyone at work (54% vs. 21%).²¹

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.²² 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.²³

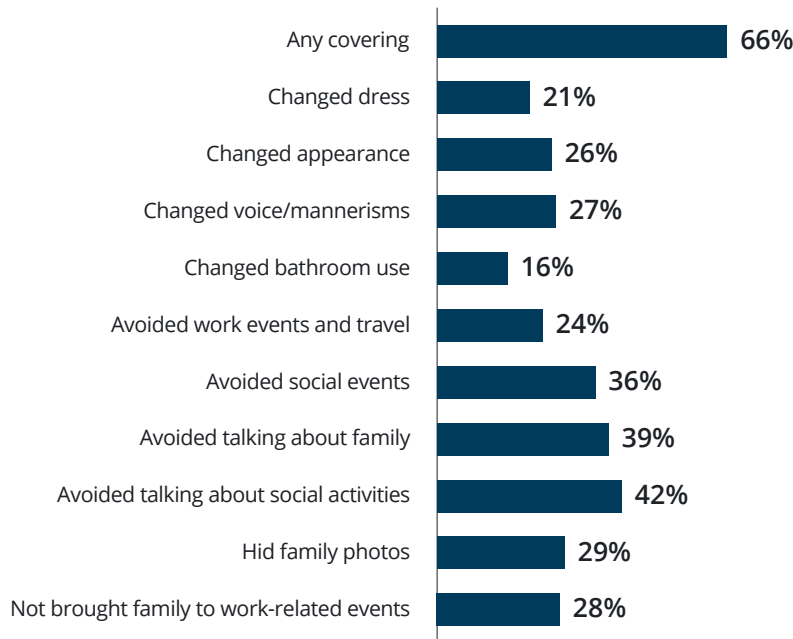
Two-thirds of LGBTQ public sector employees (66%) reported engaging in covering behaviors at their current public sector jobs in order to avoid harassment or discrimination related to their sexual orientation or gender identity. These behaviors included taking steps to change their voice or mannerisms (27%), their physical appearance (26%), the way they dress (21%), and where, when, or how frequently they used the bathroom (16%). In addition, LGBTQ public sector employees reported avoiding socializing with coworkers outside of work (36%) and going to work-related events or travel (24%) at their current jobs in order to avoid discrimination and harassment. Forty-two percent avoided talking about their social lives, and 39% avoided talking about their significant other or family with coworkers. More than one-quarter of LGBTQ public sector employees have not displayed photos of their partner or family at work (29%) or have not brought family to work events (28%) to avoid discrimination and harassment.

²¹ Brad Sears et al., Williams Inst., LGBTQ People’s Experiences of Workplace Discrimination and Harassment (2024), <https://williamsinstitute.law.ucla.edu/publications/lgbt-workplace-discrimination/>.

²² Kenji Yoshino, *Covering*, 111 YALE L. J. 837 (2001). Covering is not necessarily the same as concealing LGBTQ status.

²³ *Id.* at 838.

Figure 12. Covering behaviors at work among LGBTQ public sector employees



LGBTQ public sector employees were more likely to report that they changed their appearance at work (26%) to avoid discrimination and harassment than those in the private sector (18%). LGBTQ public sector employees were also more likely to report not talking about their families at work (39%) to avoid discrimination and harassment than those in the private sector (28%).

While the survey did not ask respondents about whether they had attempted to address the discrimination and harassment they were experiencing by telling their supervisor or filing a formal complaint, several respondents described doing so in their write-in responses. When asked to describe their worst workplace experiences, some respondents focused on a lack of responsiveness to their complaints:

The worst experience was when I was sexually and verbally harassed by a coworker in front of staff on a daily basis. No one did anything and I finally went to the boss, and while he claimed he cared, he did nothing.

— White nonbinary employee from Illinois

I have not personally been mistreated but many of my LGBTQ+ students have been by their peers. Colleagues and the administration do little to correct it because it's "just how it is" as I work in a very rural and conservative school district.

— Latinx cisgender bisexual woman from Illinois

I was being hit on by my coworkers for being openly bisexual. I eventually reported it to my boss, but he ended up firing me for "vicious accusations."

— Latinx cisgender bisexual woman from Texas

I experienced constant sexual harassment. After reporting it to manager, they didn't do anything ... but told me that I need to come to work like a girl.

— Black cisgender lesbian from New York

IMPACT OF DISCRIMINATION AND HARASSMENT ON EMPLOYEE RETENTION

Discrimination and harassment, or fear of those experiences, negatively affects the wellbeing of employees, which, in turn, can negatively impact employers.²⁴ Decades of research has linked unsupportive workplace environments for LGBTQ people to poorer health, decreased job satisfaction, and decreased job commitment, among other negative outcomes.²⁵

Thirty percent of LGBTQ public sector employees have left a job and 37% have looked for other jobs at some point in their lives because of how they were personally treated by their employer based on their sexual orientation or gender identity. Forty percent have looked for other jobs due to their workplace environment being unsupportive of LGBTQ people in general. Some examples of this reaction to challenging work environments provided by respondents include:

*I was called a f*g by one of my managers. I had a job lined up and quit on the spot.*

— Latinx cisgender gay man from Texas

I was sexually harassed by a coworker ... and asked in the most disgusting tone to come around his location more often to talk and so that he could see me. After I rejected his advances, he would come around to my location to stand behind me when I would bend over or just minding my business. My boss was oblivious and too caught up in work to notice my discomfort, and they were also close friends. So, I chose to leave my job in fear of my safety, and not wanting to cause problems for my former job.

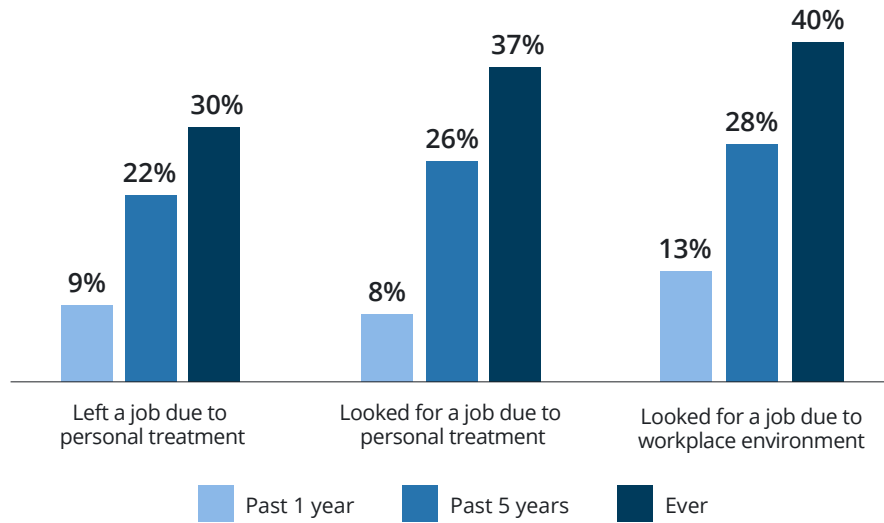
— Latinx cisgender lesbian from California

For some LGBTQ public sector employees, adverse experiences had caused them to consider looking for another job quite recently. In the past year, almost one in ten LGBTQ public sector employees reported that they left a job (9%) and/or looking for a job (8%) because of how they were treated due to their LGBTQ status, and 13% reported looking for a job due to their workplace being unsupportive of LGBTQ people in general.

²⁴ 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>. These employee outcomes can have economic consequences for employers.

²⁵ *Id.*

Figure 13. Impact of discrimination and unsupportive environments on employee retention among LGBTQ public sector employees



Due to the workplace environment at their current public sector job, about one in five (18%) LGBTQ public sector employees had considered leaving. Of those, most (68%) had taken steps towards finding another job.

CONCLUSION

Over one in 10 (11%) LGBTQ adults in the U.S. workforce are employed in the public sector. Public sector employment is even more important for certain sub-populations within the LGBTQ community. For example, lesbian, bisexual, and transgender women are twice as likely to work in the public sector as gay, bisexual, and transgender men (14% vs. 7%). More specifically, lesbians (15%) and bisexual women (14%) are approximately three times as likely to work in the public sector as gay men (5%). Although not a statistically significant difference when compared to lesbians and bisexual women, 10% of bisexual men in the workforce work in the public sector.

Similar to employees in other sectors, LGBTQ public sector employees continue to face high levels of discrimination and harassment in the workplace. Approximately 42% of LGBTQ public sector workers reported experiencing discrimination (including being fired, not hired, or not promoted) or harassment (including being verbally, physically, or sexually harassed) because of their sexual orientation or gender identity at some point in their careers. This discrimination and harassment is ongoing, with approximately one in 10 (11%) LGBTQ public sector employees reporting that they had been fired, not hired, or not promoted and 14% reporting experiencing at least one form of harassment at work because of their sexual orientation or gender identity in the past year. Due to adverse workplace experiences, 30% of LGBTQ public employees reported that they had left a job because of how they were treated based on their sexual orientation and gender identity, including 9% who had left a job for that reason in the prior year.

While many LGBTQ public sector employees already face a challenging workplace environment, public sector employment plays an important role in providing jobs for people in LGBTQ communities, in particular LGBTQ workers who are younger, cisgender and transgender women, and/or have a college degree.

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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.²⁶ 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 X 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.²⁷ 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.²⁸ Some questions about concealment and avoidance are from a survey developed by the Center for the American Progress.²⁹ 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.³⁰ 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

²⁶ 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.

²⁷ Sears et al., *supra* note 5.

²⁸ David R. Williams, Measuring Discrimination Resource (2016), https://scholar.harvard.edu/files/davidrwilliams/files/measuring_discrimination_resource_june_2016.pdf.

²⁹ 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/>.

³⁰ 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), about coworkers' perceptions of respondents' perceived masculinity and femininity, and about 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.³¹

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. Confidence intervals (95% CI) were included in Appendix tables to assess the statistical significance between demographic groups and 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.³² 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-weighting a small number of respondents, and they were normalized to sum to the sample size, which is common practice.

³¹ 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>.

³² 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.

While selection probabilities for non-probability samples are unknown, in practice, probability panels face the same methodological challenges as non-probability panels³³ 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 quotes from the respondents in this report were collected through one open-ended question: “Tell us about your worst experience of unfair treatment, harassment, or discrimination at work.” Responses were selected for inclusion in this report to illustrate certain points while avoiding duplication in the content of the quotes and representing the full diversity of the sample in terms of sexual orientation, gender identity, sex, race, ethnicity, occupation, and current state of residence. The responses were edited to correct for typos, spelling, grammar, missing words, and other issues not impacting their substance. Where words were otherwise changed (for verb tense, pronouns, clarity, to change information that could be used to identify the respondent, etc.) the changes are noted with brackets. Where words were cut (primarily to reduce the length of the quote or cut personally identifying information), the omission is marked with ellipses. Names of employers were removed and replaced with language describing the type of employment in brackets.

Participants who indicated that they were a “government employee, including local (e.g., city, county, public schools), state (including state colleges and universities), or federal government employee” were classified as “public sector” employees. This category also includes those who indicated that they were “active duty military.” “Private sector” employees include those who are employees of private companies or businesses. “Self or family employed” includes those who are self-employed or working in a family business or farm. “Non-profit sector” employees include those who are employees “of a non-profit organization (including tax-exempt and charitable organizations).” “Unemployed” are those who are in the labor force but who are not currently employed.

The survey asked respondents only about the employment sector in which they currently work. Workplace experience measures asked respondents about the period of time in which the experience occurred, and whether the experience occurred at their current job, but did not ask employees whether they were employed in the public sector, private sector, or non-profit sector when the experience occurred. As a result, some instances of discrimination and harassment reported by current public sector employees may have occurred while employed in other sectors. Similarly, experiences reported by private sector and non-profit sector employees may have occurred while they were in a public sector job.

Participants who self-identified as “being of Hispanic origin or descent” were classified as Latinx. Participants who did not self-identify as being of Hispanic origin or descent and selected “American Indian” or “Other” when asked about their racial identity were classified as Other. They were aggregated into this category due to small sample sizes. Because we do not know enough about whether the workplace experiences of these two groups are similar, we do not include them in the chart or text analyses.

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

³³ Courtney Kennedy et al., Evaluating Online Nonprobability Surveys, Pew Research Center (2016), <https://www.pewresearch.org/methods/2016/05/02/evaluating-online-nonprobability-surveys/>.

TABLES

Table A1. LGBTQ participant demographic characteristics (N=1,902) by employment sector, Employment Experiences Survey, 2023

	PUBLIC n=226		PRIVATE n=1,251		NONPROFIT n=154	
	%	95% CI	%	95% CI	%	95% CI
AGE						
18-34	65.2%	[58.1, 72.3]	51.2%	[48.0, 54.4]	62.6%	[53.8, 71.5]
35-44	15.0%	[10.0, 19.9]	17.5%	[15.3, 19.7]	13.6%	[8.2, 19.0]
45-64	15.9%	[10.0, 21.9]	26.8%	[23.5, 30.0]	19.7%	[11.6, 27.7]
65 and up	3.9%	[0.2, 7.7]	4.6%	[2.8, 6.4]	4.1%	[-0.5, 8.8]
SEX ASSIGNED AT BIRTH						
Male	27.5%	[20.4, 34.6]	45.5%	[42.2, 48.7]	30.3%	[21.4, 39.3]
Female	72.5%	[65.5, 79.6]	54.5%	[51.3, 57.8]	69.7%	[60.7, 78.6]
GENDER						
Women (LBT women)	66.8%	[59.2, 73.6]	49.0%	[45.9, 52.2]	60.8%	[51.6, 69.3]
Men (GBT men)	28.1%	[21.5, 35.8]	44.6%	[41.4, 47.9]	31.2%	[23.0, 40.8]
GENDER IDENTITY						
Transgender	3.5%	[1.1, 5.9]	4.2%	[3.1, 5.4]	2.5%	[0.0, 4.9]
Nonbinary	5.2%	[2.4, 8.0]	6.4%	[5.1, 7.6]	8.0%	[4.0, 12.0]
Cisgender	91.3%	[87.7, 94.9]	89.4%	[87.8, 91.1]	89.5%	[84.9, 94.2]
SEXUAL ORIENTATION						
Gay	11.3%	[6.8, 18.2]	23.7%	[20.8, 26.9]	21.2%	[14.1, 30.6]
Lesbian	18.8%	[14.1, 24.6]	12.2%	[10.4, 14.2]	16.3%	[11.2, 23.3]
Lesbian or gay and nonbinary	0.6%	[0.1, 2.2]	1.0%	[0.6, 1.6]	1.6%	[0.6, 4.3]
Straight	0.0%	[0.0, 0.0]	0.5%	[0.2, 1.2]	0.0%	[0.0, 0.0]
Bisexual	65.9%	[58.7, 72.4]	60.8%	[57.6, 64.0]	58.4%	[49.4, 66.8]
Something else	2.8%	[1.3, 5.9]	1.6%	[1.1, 2.4]	1.7%	[0.5, 5.5]
Not sure/ questioning	0.4%	[0.1, 2.8]	0.2%	[0.1, 0.8]	0.8%	[0.2, 3.3]
Don't know what question is asking	0.3%	[0.0, 2.0]	0.0%	[0.0, 0.0]	0.0%	[0.0, 0.0]

	PUBLIC n=226		PRIVATE n=1,251		NONPROFIT n=154	
	%	95% CI	%	95% CI	%	95% CI
RACE/ETHNICITY						
White, non-Hispanic	52.6%	[45.5, 59.6]	54.4%	[51.2, 57.6]	57.4%	[48.6, 65.8]
Black, non-Hispanic	13.7%	[9.7, 18.9]	11.1%	[9.3, 13.1]	11.3%	[6.8, 18.1]
Hispanic or Latinx	24.9%	[18.9, 32.1]	27.2%	[24.2, 30.5]	22.8%	[16.0, 31.5]
Asian, non-Hispanic	4.6%	[2.4, 8.4]	3.8%	[2.8, 5.1]	3.8%	[1.7, 8.3]
Other, non-Hispanic	4.3%	[2.3, 7.8]	3.5%	[2.5, 5.0]	4.7%	[2.2, 9.9]
EDUCATION						
Less than bachelor's degree	38.6%	[31.7, 45.5]	57.6%	[54.4, 60.8]	37.8%	[29.5, 46.2]
Bachelors degree	34.6%	[28.0, 41.3]	30.3%	[27.3, 33.3]	29.9%	[21.9, 37.9]
More than bachelor's degree	26.8%	[20.4, 33.1]	12.1%	[9.8, 14.4]	32.3%	[24.2, 40.5]
INDIVIDUAL INCOME						
None	0.7%	[-0.3, 1.6]	0.6%	[0.3, 1.0]	1.5%	[-0.7, 3.6]
\$1 to \$24,999	11.5%	[7.4, 15.7]	15.3%	[13.3, 17.3]	17.9%	[11.6, 24.3]
\$25,000 to \$49,999	32.8%	[26.2, 39.3]	31.7%	[28.9, 34.6]	27.5%	[20.0, 35.0]
\$50,000 to \$99,999	38.4%	[31.6, 45.3]	35.2%	[32.1, 38.3]	38.7%	[30.2, 47.2]
\$100,000+	16.6%	[11.0, 22.2]	17.2%	[14.6, 19.8]	14.4%	[7.9, 20.9]
REGION						
Pacific	13.1%	[8.5, 17.6]	15.4%	[13.1, 17.8]	17.7%	[10.8, 24.6]
Rocky Mountain	6.6%	[3.1, 10.0]	5.0%	[3.6, 6.4]	3.7%	[0.9, 6.5]
Southwest	11.4%	[6.8, 15.9]	12.6%	[10.5, 14.7]	8.1%	[3.7, 12.5]
Midwest	16.2%	[11.6, 20.9]	19.8%	[17.4, 22.2]	26.2%	[18.8, 33.7]
Northeast	22.1%	[15.9, 28.3]	20.5%	[17.8, 23.1]	23.2%	[15.5, 30.8]
Southeast	30.7%	[24.0, 37.3]	26.7%	[24.0, 29.5]	21.2%	[14.3, 28.0]
COHABITATING PARTNER						
Married/ Spouse	30.1%	[23.7, 36.6]	27.1%	[24.3, 29.9]	32.9%	[24.6, 41.3]
Non-marital legally recognized partner	6.7%	[3.1, 10.3]	6.2%	[4.6, 7.7]	5.0%	[1.2, 8.9]
Unmarried partner	18.9%	[13.6, 24.1]	20.5%	[18.0, 22.9]	21.3%	[14.7, 27.8]
Single (No cohabitating partner)	44.3%	[37.3, 51.4]	46.3%	[43.1, 49.5]	40.8%	[32.3, 49.3]

	PUBLIC n=226		PRIVATE n=1,251		NONPROFIT n=154	
	%	95% CI	%	95% CI	%	95% CI
GENDER IDENTITY OF PARTNER						
Male	40.6%	[31.6, 49.6]	56.5%	[52.3, 60.7]	59.4%	[48.7, 70.2]
Female	47.9%	[38.7, 57.2]	35.7%	[31.6, 39.8]	35.1%	[24.8, 45.5]
Transgender	4.6%	[0.5, 8.8]	3.4%	[2.0, 4.7]	1.3%	[-1.3, 4.0]
Nonbinary	6.9%	[2.3, 11.5]	4.5%	[2.9, 6.0]	4.1%	[0.0, 8.2]

Note: CI = confidence interval; Bold text indicates statistically significant difference when compared to public sector LGBTQ respondents.

Table A2. Lifetime experiences of sexual orientation- or gender identity-based discrimination and harassment against LGBTQ employees (N=1,902) by employment sector, Employment Experiences Survey, 2023

	PUBLIC n=226		PRIVATE n=1,251		NONPROFIT n=154	
	%	95% CI	%	95% CI	%	95% CI
LIFETIME EXPERIENCES OF DISCRIMINATION AND HARASSMENT						
Treated unfairly	34.4%	[27.6, 41.1]	35.4%	[32.4, 38.5]	26.2%	[18.6, 33.9]
Heard negative comments	69.9%	[63.4, 76.4]	73.1%	[70.3, 75.9]	72.9%	[65.3, 80.5]
Any discrimination or harassment	41.5%	[34.6, 48.5]	46.6%	[43.4, 49.7]	51.5%	[42.9, 60.1]
SPECIFIC ADVERSE EXPERIENCES						
Any lifetime discrimination	32.2%	[25.6, 38.8]	33.3%	[30.3, 36.4]	33.6%	[25.1, 42.1]
Fired	19.0%	[13.5, 24.5]	21.0%	[18.3, 23.6]	22.5%	[14.8, 30.2]
Not hired	24.1%	[18.1, 30.2]	21.9%	[19.1, 24.6]	21.6%	[13.9, 29.2]
Not promoted	21.1%	[15.3, 26.9]	21.6%	[19.0, 24.3]	19.8%	[12.8, 26.7]
Any lifetime harassment	35.9%	[29.1, 42.6]	36.8%	[33.7, 39.8]	37.4%	[28.9, 45.9]
Verbal harassment	28.8%	[22.5, 35.1]	30.5%	[27.6, 33.4]	26.6%	[19.0, 34.2]
Physical harassment	14.8%	[9.9, 19.7]	15.8%	[13.5, 18.0]	18.0%	[11.0, 24.9]
Sexual harassment	20.5%	[14.8, 26.1]	21.1%	[18.5, 23.7]	18.8%	[11.8, 25.7]
MOTIVATION FOR UNFAIR TREATMENT, DISCRIMINATION, AND HARASSMENT						
Religious motivation	39.8%	[30.2, 49.4]	50.7%	[46.4, 55.0]	42.0%	[30.4, 53.6]

Note: CI = confidence interval; Bold text indicates statistically significant difference when compared to public sector LGBTQ respondents.

Table A3. 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 employment sector, Employment Experiences Survey, 2023

	PUBLIC n=226		PRIVATE n=1,251		NONPROFIT n=154	
	%	95% CI	%	95% CI	%	95% CI
Treated unfairly						
Within the past year	12.4%	[7.7, 17.0]	11.6%	[9.6, 13.7]	7.7%	[3.2, 12.1]
One to five years	11.8%	[7.2, 16.4]	10.8%	[8.9, 12.7]	9.9%	[4.8, 15.0]
Over five years ago	10.2%	[5.8, 14.6]	13.0%	[10.7, 15.3]	8.7%	[3.5, 13.8]
Heard negative comments						
Within the past year	40.3%	[33.4, 47.2]	39.1%	[36.0, 42.1]	30.5%	[22.8, 38.2]
One to five years	17.3%	[12.0, 22.6]	20.7%	[18.1, 23.3]	24.5%	[16.9, 32.0]
Over five years ago	12.3%	[7.6, 17.0]	13.3%	[11.0, 15.7]	17.9%	[10.9, 25.0]
Any discrimination or harassment						
Within the past year	18.1%	[12.8, 23.5]	16.0%	[13.7, 18.3]	17.4%	[10.7, 24.1]
One to five years	13.6%	[8.9, 18.4]	14.9%	[12.7, 17.1]	12.3%	[6.9, 17.6]
Over five years ago	9.8%	[5.6, 13.9]	15.7%	[13.2, 18.1]	21.8%	[13.8, 29.8]
SPECIFIC ADVERSE EXPERIENCES						
Any discrimination						
Within the past year	10.8%	[6.4, 15.3]	9.7%	[7.9, 11.5]	12.0%	[6.0, 17.9]
One to five years	11.9%	[7.5, 16.4]	12.1%	[10.0, 14.2]	7.4%	[3.1, 11.8]
Over five years ago	9.4%	[5.3, 13.6]	11.5%	[9.3, 13.8]	14.3%	[7.5, 21.1]
Fired						
Within the past year	6.5%	[2.9, 10.1]	4.2%	[2.9, 5.5]	6.4%	[1.5, 11.3]
One to five years	7.1%	[3.6, 10.5]	8.2%	[6.6, 9.8]	5.5%	[1.6, 9.4]
Over five years ago	5.4%	[2.3, 8.5]	8.6%	[6.6, 10.6]	10.6%	[4.8, 16.4]
Not hired						
Within the past year	6.2%	[2.8, 9.6]	5.8%	[4.3, 7.3]	6.6%	[2.1, 11.1]
One to five years	9.3%	[5.2, 13.4]	9.3%	[7.4, 11.2]	6.2%	[2.1, 10.3]
Over five years ago	8.6%	[4.7, 12.6]	6.8%	[5.1, 8.5]	8.8%	[3.0, 14.6]
Not promoted						
Within the past year	6.9%	[3.2, 10.5]	5.2%	[3.8, 6.6]	4.8%	[1.2, 8.3]

	PUBLIC n=226		PRIVATE n=1,251		NONPROFIT n=154	
	%	95% CI	%	95% CI	%	95% CI
One to five years	9.6%	[5.4, 13.9]	8.4%	[6.7, 10.2]	7.7%	[3.1, 12.3]
Over five years ago	4.6%	[1.9, 7.4]	8.0%	[6.1, 10.0]	7.4%	[2.5, 12.2]
Any harassment						
Within the past year	13.9%	[9.1, 18.7]	11.0%	[9.0, 13.0]	10.0%	[5.0, 14.9]
One to five years	13.5%	[8.7, 18.2]	12.1%	[10.2, 14.1]	11.7%	[6.2, 17.2]
Over five years ago	8.5%	[4.6, 12.4]	13.6%	[11.3, 15.9]	15.7%	[8.7, 22.7]
Verbal harassment						
Within the past year	10.2%	[6.0, 14.4]	8.7%	[6.9, 10.5]	6.1%	[2.4, 9.7]
One to five years	10.8%	[6.5, 15.2]	10.5%	[8.7, 12.3]	9.9%	[5.0, 14.9]
Over five years ago	7.8%	[4.0, 11.5]	11.4%	[9.2, 13.5]	10.6%	[4.9, 16.3]
Physical harassment						
Within the past year	5.2%	[2.0, 8.4]	3.9%	[2.7, 5.1]	5.1%	[1.2, 9.0]
One to five years	5.9%	[2.7, 9.1]	5.5%	[4.2, 6.8]	6.6%	[2.1, 11.0]
Over five years ago	3.7%	[1.2, 6.1]	6.4%	[4.8, 8.0]	6.3%	[1.7, 10.9]
Sexual harassment						
Within the past year	6.2%	[2.9, 9.5]	5.4%	[3.9, 6.8]	2.6%	[-0.4, 5.6]
One to five years	9.6%	[5.3, 13.8]	6.7%	[5.2, 8.1]	5.8%	[1.6, 10.0]
Over five years ago	4.7%	[1.9, 7.5]	9.1%	[7.1, 11.0]	10.4%	[5.0, 15.8]

Note: CI = confidence interval; Bold text indicates statistically significant difference when compared to public sector LGBTQ respondents; Statistical significance is not reported when n is less than 10.

Table A4. Experiences and opinions of LGBTQ employees (N=1,902) at their current job by employment sector, Employment Experiences Survey, 2023

	PUBLIC n=226		PRIVATE n=1,251		NONPROFIT n=154	
	%	95% CI	%	95% CI	%	95% CI
WORKPLACE ENVIRONMENT						
Very unsupportive	3.7%	[1.3, 6.0]	4.5%	[3.1, 5.9]	8.4%	[3.1, 13.7]
Somewhat unsupportive	6.8%	[3.5, 10.0]	6.7%	[5.3, 8.1]	6.7%	[2.8, 10.5]
Neither supportive nor unsupportive	27.3%	[20.8, 33.7]	22.2%	[19.5, 24.9]	19.6%	[13.2, 25.9]
Somewhat supportive	30.6%	[23.9, 37.2]	27.0%	[24.2, 29.9]	23.7%	[16.4, 31.0]
Very supportive	31.7%	[25.3, 38.1]	39.6%	[36.5, 42.7]	41.7%	[33.1, 50.4]
JOB SATISFACTION						
Very dissatisfied	6.3%	[2.7, 9.8]	5.1%	[3.6, 6.6]	5.4%	[1.2, 9.6]
Somewhat dissatisfied	7.5%	[3.9, 11.1]	10.2%	[8.3, 12.1]	8.0%	[3.7, 12.4]
Neither satisfied nor dissatisfied	12.5%	[7.8, 17.1]	14.4%	[12.2, 16.5]	8.8%	[4.3, 13.2]
Somewhat satisfied	38.7%	[31.7, 45.6]	33.3%	[30.4, 36.3]	33.2%	[25.4, 40.9]
Very satisfied	35.2%	[28.5, 41.8]	37.0%	[33.9, 40.1]	44.6%	[35.9, 53.4]
AT CURRENT JOB						
Any adverse at current job	29.4%	[23.0, 35.8]	24.7%	[21.9, 27.4]	21.0%	[14.0, 28.0]
SPECIFIC ADVERSE EVENT AT CURRENT JOB						
Verbally harassed	11.8%	[7.4, 16.2]	11.6%	[9.5, 13.7]	8.7%	[3.8, 13.5]
Physically harassed or assaulted	2.2%	[0.2, 4.1]	2.4%	[1.4, 3.5]	2.0%	[-0.8, 4.9]
Sexually harassed	5.9%	[2.9, 8.9]	5.6%	[4.2, 7.1]	8.0%	[3.0, 12.9]
Not promoted or provided with opportunities	9.9%	[5.5, 14.2]	8.7%	[6.8, 10.6]	7.6%	[2.8, 12.4]
Treated unfairly at current job	19.3%	[13.6, 24.9]	16.1%	[13.7, 18.5]	12.7%	[6.6, 18.8]

Note: CI = confidence interval; Bold text indicates statistically significant difference when compared to public sector LGBTQ respondents. Statistical significance is not reported when n is less than 10.

Table A5. Openness about being LGBTQ at work among LGBTQ employees (N=1,902) by employment sector, Employment Experiences Survey, 2023

	PUBLIC n=226		PRIVATE n=1,251		NONPROFIT n=154	
	%	95% CI	%	95% CI	%	95% CI
Not out to supervisor	55.3%	[48.3, 62.3]	46.0%	[42.8, 49.2]	38.7%	[30.3, 47.0]
Not out to any coworkers	25.3%	[19.0, 31.6]	21.3%	[18.6, 23.9]	17.7%	[11.3, 24.1]
Out to a few coworkers	24.3%	[18.1, 30.4]	18.6%	[16.2, 21.0]	15.8%	[9.7, 22.0]
Out to some coworkers	14.8%	[10.1, 19.4]	13.8%	[11.6, 16.0]	17.8%	[11.4, 24.3]
Out to most coworkers	13.3%	[8.6, 18.0]	13.5%	[11.4, 15.6]	14.1%	[8.2, 19.9]
Out to all coworkers	22.4%	[16.5, 28.3]	32.8%	[29.9, 35.8]	34.6%	[26.1, 43.0]

Note: CI = confidence interval; Bold text indicates statistically significant difference when compared to public sector LGBTQ respondents.

Table A6. Covering behaviors at work among LGBTQ employees (N=1,902) by employment sector, Employment Experiences Survey, 2023

	PUBLIC n=226		PRIVATE n=1,251		NONPROFIT n=154	
	%	95% CI	%	95% CI	%	95% CI
COVERING BEHAVIORS						
Any covering	66.3%	[59.5, 73.1]	58.4%	[55.3, 61.5]	61.3%	[52.9, 69.6]
Specific alteration of presentation						
Changed dress	21.5%	[15.8, 27.2]	18.3%	[15.9, 20.6]	24.5%	[17.1, 31.8]
Changed appearance	26.3%	[20.1, 32.4]	17.7%	[15.4, 20.1]	24.7%	[17.5, 32.0]
Changed voice/mannerisms	27.2%	[20.9, 33.6]	22.4%	[19.7, 25.0]	19.8%	[13.1, 26.5]
Changed bathroom use	16.0%	[10.8, 21.3]	11.1%	[9.1, 13.1]	17.5%	[10.8, 24.3]
Hide personal life						
Avoided work events/travel	24.2%	[18.2, 30.2]	20.9%	[18.2, 23.6]	20.5%	[13.5, 27.5]
Avoided social events	36.3%	[29.5, 43.2]	32.0%	[29.0, 35.0]	32.3%	[24.2, 40.4]
Avoided talking about family	38.6%	[31.7, 45.4]	27.9%	[25.1, 30.8]	28.9%	[21.1, 36.7]
Avoid talking about social activities	41.6%	[34.7, 48.6]	37.3%	[34.3, 40.4]	33.4%	[25.4, 41.3]
Hid family photos	29.1%	[22.7, 35.6]	23.3%	[20.5, 26.1]	24.6%	[17.0, 32.2]
Not brought family to events	28.3%	[21.9, 34.8]	22.1%	[19.4, 24.9]	23.8%	[16.2, 31.5]

Note: CI = confidence interval; Bold text indicates statistically significant difference when compared to public sector LGBTQ respondents.

Table A7. Impact of sexual orientation- or gender identity-based discrimination and unsupportive environments on employee retention among LGBTQ employees (N=1,902) by employment sector, Employment Experiences Survey, 2023

	PUBLIC n=226		PRIVATE n=1,251		NONPROFIT n=154	
	%	95% CI	%	95% CI	%	95% CI
LIFETIME EMPLOYEE RETENTION						
Left a job personal treatment	30.2%	[23.7, 36.7]	33.8%	[30.8, 36.8]	30.4%	[22.6, 38.2]
Looked for a job personal treatment	36.9%	[30.1, 43.8]	36.0%	[33.0, 39.0]	34.2%	[26.0, 42.3]
Looked for a job workplace environment	39.8%	[32.9, 46.7]	38.3%	[35.2, 41.3]	38.4%	[29.9, 46.8]
RECENT EMPLOYEE RETENTION						
Left a job due to personal treatment						
Within the past year	9.3%	[5.2, 13.4]	6.1%	[4.7, 7.5]	3.1%	[0.1, 6.1]
One to five years	12.5%	[7.7, 17.3]	13.8%	[11.8, 15.9]	13.4%	[7.7, 19.1]
Over five years ago	8.5%	[4.6, 12.3]	13.9%	[11.5, 16.3]	13.9%	[8.1, 19.7]
Looked for a job due to personal treatment						
Within the past year	8.4%	[4.6, 12.2]	8.9%	[7.3, 10.5]	7.7%	[3.2, 12.1]
One to five years	17.8%	[12.3, 23.4]	14.4%	[12.3, 16.5]	11.3%	[5.9, 16.6]
Over five years ago	10.7%	[6.5, 15.0]	12.7%	[10.4, 14.9]	15.2%	[8.9, 21.5]
Looked for a job due to workplace environment						
Within the past year	12.9%	[8.2, 17.6]	11.3%	[9.4, 13.1]	12.6%	[6.9, 18.4]
One to five years	15.2%	[10.0, 20.5]	14.6%	[12.5, 16.6]	11.8%	[6.7, 16.9]
Over five years ago	11.7%	[7.2, 16.2]	12.5%	[10.3, 14.6]	14.0%	[7.4, 20.5]
EMPLOYEE RETENTION AT CURRENT JOB						
Considered leaving	17.6%	[12.3, 22.9]	15.1%	[12.8, 17.4]	17.3%	[10.9, 23.8]
Steps toward finding another job	67.9%	[52.9, 82.8]	65.1%	[57.5, 72.7]	77.0%	[60.3, 93.8]

Note: CI = confidence interval; Bold text indicates statistically significant difference when compared to public sector LGBTQ respondents. Statistical significance is not reported when n is less than 10.

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