

LGBTQ Job Benefits

Newsletter Article

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How To Handle Changing LGBTQ Job Benefits

The legal status of LGBTQ marriage, and its subsequent benefits, are in extreme flux right now. Some states recognize it fully, while in other states an employee can still be fired simply for being LGBTQ. And the status of each state keeps changing. This can have a profound effect not only on LGBTQ individuals, but on their partners and children too. So what are your options if LGBTQ job benefits change for the worst in your state?

Move On – Keep a working knowledge of all states that provide equal rights for the LGBTQ community. This list is, fortunately, always expanding, so do some online research to stay up to date. Moving a family is a big decision – one that should be made together.

This might be a good option for you if you, your spouse, or your child has a chronic illness or disability of some sort. Health benefits from a job can make a tremendous difference, both in finances and peace of mind. It might also be a good option if your family doesn't have strong ties to your current community. If you choose this option, aim for a state with a pro-equal rights record, not just a lack of anti-LGBTQ rights activity. This will potentially cut down on multiple moves.

Fight It – Recent strides in LGBTQ rights are a result of individuals who were willing to take a risk and fight back against injustice. You can appeal those within your company HR department or your local government. In some cases, anti-discrimination laws have been passed on the county level. You can join local activist organizations, or even fight your way up the judicial system. Many Supreme Court cases started out small.

This might be a good option for you if you have a financial safety net able to sustain you for at least six months. Especially in a state that's recently denied LGBTQ rights, you might be fired for standing up. Make sure you have an exit plan if you start to get low on funds, either a backup job or a plan to move somewhere more accepting.

Make Peace – Some people are lucky enough to have a job they love in a community they and their family members feel safe in. If you're happy where you are and you don't want to jeopardize further upsetting your family life, there's no shame in choosing to simply live your life the best you can under the circumstances.

This might be a good option for you if you have enough financial security to buy private insurance for your spouse and children, and you're already ingrained in your community. If job availability elsewhere is scarce, this may also be your best option. Sometimes a job with no benefits is better than no job at all.

There are pros and cons to each option, but weighing them carefully can help you make the best decision for your family. And hopefully someday the laws will change so that no one has to make decisions like these anymore.