



#### RELATED PRACTICE AREAS

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#### WEBINARS | ON DEMAND

### How To Navigate Responses To An Employee's Request To Change Pronouns

#### DATE

April 7, 2020  
12 - 1 p.m. (Eastern)

#### SPEAKERS



**Kelly Atkinson**  
Director of IT  
Project  
Management  
Office



**William A. Nolan**  
Partner



**Douglas M. Oldham**  
Of Counsel

#### Watch On Demand

More employers are looking for guidance about an employee asking to be referred to by pronouns of the opposite gender with which the employee began employment, or with no gender at all. Does Title VII (and state counterparts) require you to do so? Or – and this is the operative question for most employers – does the employer have a legal obligation to address any colleague's refusal to use the preferred pronoun? And does it matter if the refusal is for religious reasons?

This scenario-based webinar will review the (limited) applicable law and discuss practical approaches to this developing area.

1.0 hour CLE and HRCI credit pending. This program is valid for 1.0 PDCs

for the SHRM-CP® or SHRM-SCP®

Questions? Contact Siara Reyes at [sreyes@btlaw.com](mailto:sreyes@btlaw.com) or 317-231-7211.