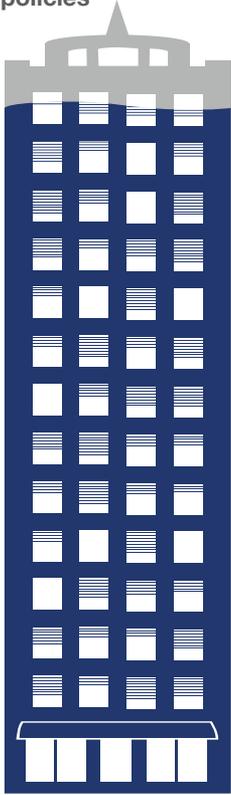


91%

of the Fortune 500
have Sexual Orientation
non-discrimination
policies¹



2002

2014



Human Rights Campaign's Corporate Equality Index tracks policies and practices related to LGBT employees. This year a record **304** businesses achieved a top rating of 100% up from 13 in 2002¹



94% have non-discrimination policies that include **SEXUAL ORIENTATION**

72% have policies that **ALSO** include **GENDER IDENTITY/EXPRESSION¹**



73%

of Virginia residents are in favor of a state law that protects gay and lesbian people from employment discrimination²

53%

**OF THE TOP 50
FORTUNE 500 COMPANIES**

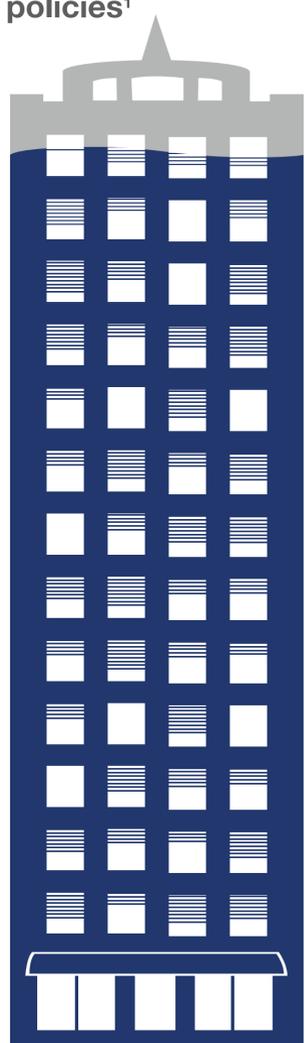
say that policies which prohibit sexual orientation and gender identity discrimination, and extend domestic partner benefits to their employees, improve their

BOTTOM LINE³

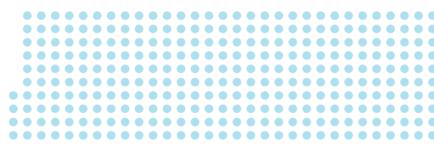


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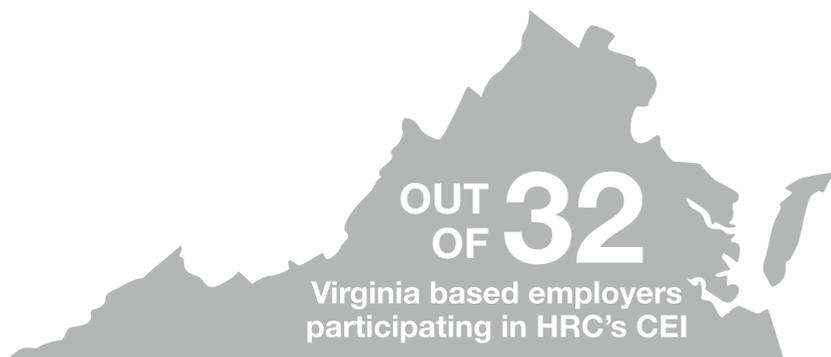
of Fortune 500 companies have sexual orientation non-discrimination policies¹



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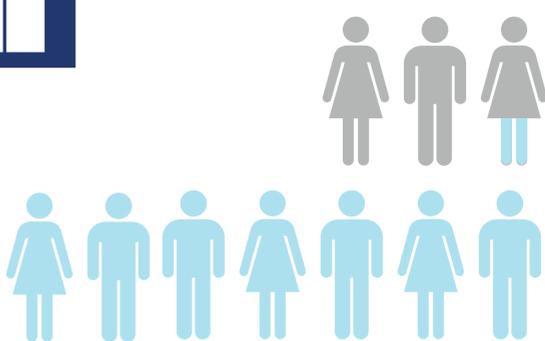


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Concealment of sexual orientation is associated with **INCREASED PSYCHOLOGICAL DISTRESS.**⁴

LGBT-supportive policies can create a workplace climate where **EMPLOYEES FEEL COMFORTABLE** enough to disclose their Sexual Orientation or Gender Identity.⁵

Supporting disclosure of Sexual Orientation in the workplace has the net effect of **IMPROVING THE HEALTH AND WELL-BEING OF LGBT EMPLOYEES.**⁵

Employees covered by non-discrimination policies report significantly **HIGHER LEVELS OF JOB SATISFACTION** than those who are not covered.⁵

Employees who are covered by LGBT supportive policies report **HIGHER EMOTIONAL COMMITMENT TO THEIR EMPLOYERS, ARE LESS LIKELY TO LEAVE THEIR JOBS AND ARE LESS LIKELY TO HAVE SEARCHED FOR A NEW JOB WITHIN THE PAST YEAR.**⁶

1. Corporate Equity Index 2014

2. Human Rights Campaign, Greenberg, A. Greenberg Quinlan Rosner Research, Lundry, A. Target Point Consulting. New Attitudes in the New Dominion. 2013.

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