

**2017 GSHRM Governmental Affairs Committee Report**  
**Legislative Hot Topics**  
 (Prepared as of October 31, 2017 by Wyche, P.A.)

<a href="#">Lucas Asper, Esq.</a> Committee Chair Ogletree Deakins Law Firm	<a href="#">Steve Nail, Esq.</a> SPHR, SHRM-SCP, RCC Anderson University	<a href="#">René Gillespie</a> ADEX Machining Technologies	<a href="#">Marilyn Messer</a> SPHR, SHRM-SCP
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If you have any questions, suggestions, or corrections, please feel free to contact one of the above committee members. We look forward to hearing from you.  
 If you would like to join our committee, please contact the committee chair.

**FEDERAL REGULATORY AND OTHER ACTION**

**Discrimination**

Action	Responsible Agency
<p><b>DOJ Revises Stance on Transgender Claims</b></p> <p>In a memorandum released October 4, 2017, “<a href="#">Revised Treatment of Transgender Employment Discrimination Claims Under Title VII of the Civil Rights Act of 1964</a>,” Attorney General Jeff Sessions reversed the DOJ’s position on transgender rights. The newly issued position states that “Title VII’s prohibition on sex discrimination encompasses discrimination between men and women but does not encompass discrimination based on gender identity <i>per se</i>, including transgender status.” Attorney General Sessions withdrew a December 15, 2014 memorandum by then Attorney General Eric Holder which concluded that Title VII’s prohibition on sex discrimination included discrimination against transgender individuals.</p>	<p><a href="#">Department of Justice</a></p>

**This information was prepared for you by Wyche, P.A.** Wyche is a full-service law firm which has practiced law and served the Greenville community for more than 90 years. In that time, Wyche has participated in landmark litigation, served as counsel on cutting-edge transactions, and provided community leadership that has helped shape and drive our region’s growth and success. With offices in Greenville and Columbia, Wyche is the South Carolina member of Lex Mundi, the world’s leading association of independent law firms. Visit [www.wyche.com](http://www.wyche.com) to learn more.