

Fair Practices

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DEPARTMENT OF LABOR, LICENSING AND REGULATION

June 2009

June / s Gay Pride Month!

LGBT pride or **gay pride** is the concept that lesbian, gay, bisexual, and transgender (LGBT) people should be proud of their sexual orientation and gender identity. The movement has three main premises: that people should be proud of their sexual orientation and gender identity, that diversity is a gift, and that sexual orientation and gender identity are inherent and cannot be intentionally altered. The use of the abbreviated gay pride and pride have since become mainstream and shorthand expressions inclusive of all individuals in various LGBT communities.

The first gay pride parade in 1969, known as the March on Stonewall, started as a protest against discrimination and violence against gays in New York City. Today, pride events have become an annual ritual and have grown to include thousands of gay and gay-friendly participants, not to mention hundreds of spectators. The festivities were used to remind the world that gays deserve the same rights as others and people should be free to live their own lifestyle, void of judgment or hate. Gay pride is also a symbol of solidarity and an opportunity to express the vivid personalities which reflect the diverse gay communities throughout the world.

The Rainbow (or Gay Pride) Flag was created by artist Gilbert Baker, a friend of the late Harvey Milk, in 1978. The flag debuted at the San Francisco Gay and Lesbian Freedom Day Parade. It has since been used around the world as a symbol of LGBT unity in many variations, including adaptations such as bumper stickers and decals.

The Rainbow Flag is recognized by the International Congress of Flag Makers. The Rainbow (Pride) Flag lives in the public domain. The original flag had eight stripes from top to bottom: pink (sexuality), red (life), orange (healing), yellow (sunlight), green (nature), turquoise (magic), indigo/blue (serenity), and violet (spirit). Within a year, the flag had shed two of its stripes—pink and violet.



Part of the gay pride movement honors past LGBT figures who prospered despite persecution for their openness and coming out. There have been notable figures that have fought for or involved themselves in gay rights, or their right to live their lives as they saw fit. Oscar Wilde is amongst the more famous for his writings as well for his imprisonment for the "love that dare not speak its name". Quentin Crisp also battled societal norms to live and love without the fear of arrest. Author of *The Naked Civil Servant* he has become an icon and camp figure within LGBT communities and symbol of gay pride for many.

Here are some famous people that are gay:

- Martina Navratilova, professional tennis champion
- Billie Jean King, professional tennis champion
- David Kopay, retired NFL football player
- George Michael, musician
- k.d. Lang, musician
- Melissa Etheridge, musician
- Cole Porter, song writer
- Audre Lorde, African-American poet and activist
- Gertrude Stein, writer
- Walt Whitman, poet (*Leaves of Grass*)
- James Baldwin, author

Director's Corner



(Every month the Director of the Office of Fair Practices has been writing a series of articles for the newsletter, starting this month her regular contributions will be highlighted under the Director's Corner.)

Gay Pride month has raised many questions as to why we have included information about the celebration in the newsletter. One of the objectives of the Office of Fair Practices is to be inclusive and to provide information on a variety of issues and subjects. It is the function of this office to fairly and without bias give information allowing employees to draw their own conclusions on various topics. Diversity and inclusion exist when this office acts in a manner that recognizes and respects individual similarities and differences so that employees feel they are valued and meaningfully important to the success of DLLR.

While many DLLR diversity programs have focused on race and ethnicity, we will also include a wide range of other issues such as age, religion, gender, nationality, disability, sexual orientation and even language.

The aim of inclusion is to embrace all people irrespective of race, gender, disability, sexual orientation or any other characteristic that is protected by law. This office must be about giving equal access and opportunities and getting rid of discrimination and intolerance (removal of barriers) in the workplace. In doing this, we support DLLR employees to have a more inclusive workplace. It is the responsibility of the Office of Fair Practices to be conscious of our interaction with employees and to provide the foundation necessary for a workplace that is free from discrimination.

Maryland laws protect LGBT workers from discrimination in the workplace. On March 25, 2001, Maryland's legislature passed the Anti-discrimination Act of 2001 (HB 315/99-JUD), which prohibits discrimination based on sexual orientation with regard to public accommodations, housing and employment.

This law added to the other classes protected under Article 49B of the Maryland Human Relations Act (race, sex, age, color, creed, national origin, marital status, and disability). Baltimore City, Montgomery, Howard, and Prince George's counties have similar anti-discrimination laws.

"Sexual Orientation" is defined in the law as the identification of an individual who is homosexual, heterosexual or bisexual. Unfair treatment on the basis of sexual orientation is prohibited. It is also unlawful to discriminate against a person for associating with a person of a particular sexual orientation. Only an individual's merit and fitness should be taken into account in employment-related decisions.

Sexual orientation discrimination includes being treated differently or harassed because of your real or perceived sexual orientation -- whether gay, lesbian, bisexual, or heterosexual. This type of discrimination is illegal in Maryland.

Types of Sexual Orientation Discrimination:

- Intentionally giving preferential treatment to candidates or employees with respect to job promotions due to their sexual orientation
- Unjustifiably rating some employees lower than other employees in work performance evaluations because of their sexual orientation
- Intentionally discriminating against an employee or applicant who is perceived as having a particular sexual orientation, even if s/he is not of that orientation
- Threatening or bullying a co-worker simply because of his or her sexual orientation
- Making disparaging remarks about a co-worker's sexual orientation to the extent that it creates a hostile and intimidating work environment

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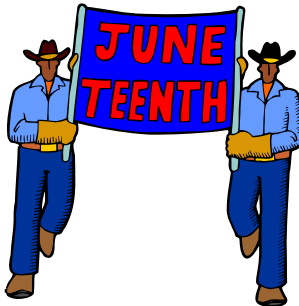
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Whether a person is heterosexual, homosexual, or bisexual, as a State employee or applicant for a State position, you're protected from discrimination on the basis of your sexual orientation. Maryland's Code of Fair Employment Practices, *Executive Order 01.01.2007.16*, and its Anti-Discrimination law, *Annotated Code Article 49B*, prohibit discrimination on the basis of sexual orientation. Title VII of the *Civil Rights Act of 1964* does not specifically prohibit discrimination based on an individual's sexual orientation. It does, however, prohibit discrimination based on sex, including same-sex harassment—regardless of the sexual orientation of the harasser or victim.

Including this information in the newsletter is the right thing to do. The article supports this office's commitment to support DLLR's policies of non-discrimination, diversity and inclusion.

For more information or to report discrimination, please feel free to contact the Office of Fair Practices at 410-230-6319.

Juneteenth (Emancipation Day) - June 19



Juneteenth or Emancipation Day, June 19th, is a holiday celebrating the end of slavery in the United States. It began in Texas when news of Lincoln's Emancipation Proclamation (effective Jan. 1, 1863) finally reached Galveston on June 19, 1865. Union Maj. Gen. Gordon Granger read a general order to the assembled people stating that all slaves are free, and Texas thus became the last state to learn of the Confederate surrender and the freeing of the slaves. The announcement sparked immediate celebration in the local black community, and the following year the date was again commemorated.

From then on June 19th, which was dubbed Juneteenth, was treated much like an African-American Fourth of July, and the holiday spread throughout Texas and into nearby states.

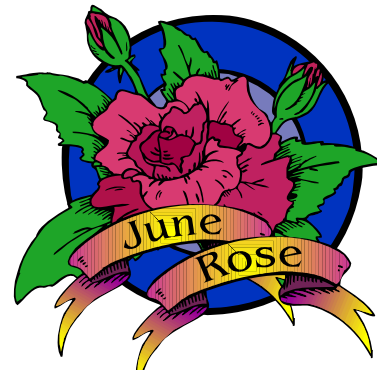
June Fun Facts



June is the sixth month of the year in the Gregorian calendar, with a length of 30 days. The month is named after the Roman goddess Juno, wife of Jupiter and equivalent to the Greek goddess Hera. June is the month with the longest daylight hours of the year in the Northern Hemisphere and the shortest daylight hours of the year in the Southern Hemisphere.

Special June Events

- *National Cancer Survivors Day- June 7*
- *Flag Day- June 14*
- *Fathers Day- June 21*
- *Family Awareness Day- June 21*
- *Summer Solstice- June 21*
- *Public Service Day- June 23*
- *National HIV testing day- June 27*
- *Men's Health Week- 15 thru 21*
- *Children's Awareness Month*
- *National Safety Month*
- *Rebuild Your Life Month*





Department of
Labor, Licensing and Regulation

Office of Fair Practices

**Happy
Fathers
Day!** ★

Sunday, June 21, 2009

Father's Day is a celebration inaugurated in the early twentieth century to complement Mother's Day in celebrating fatherhood and male parenting, and to honor and commemorate fathers and forefathers. Father's Day is celebrated on a variety of dates worldwide and typically involves gift-giving and special dinners to fathers and family-oriented activities.

The first observance of Father's Day is believed to have been held on July 5, 1908 in a church located in Fairmont, West Virginia, by Dr. Robert Webb of West Virginia at the Central United Methodist Church of Fairmont.

A bill was introduced in 1913, —US President Calvin Coolidge supported the idea in 1924, and a national committee was formed in the 1930s by trade groups in order to legitimize the holiday.

F.A.T.H.E.R.S.

Faithful
Always there
Trustworthy
Honoring
Ever-loving
Righteous
Supportive

DLLR would like to extend a warm and Happy Fathers Day to all of it's hard working Fathers.