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DO LGBTQ EMPLOYEES HAVE ANY PROTECTIONS IN NORTH CAROLINA?

If you're an LGBTQ+ employee in North Carolina, you deserve to know exactly where you stand at work. The reality can feel discouraging, but knowing your rights is the first step toward protecting them.

Here's the honest truth: North Carolina offers no specific state-level protections for LGBTQ+ workers. There's no state statute or constitutional provision that spells out public policy protecting the LGBTQ+ community. That leaves your protections almost entirely tied to federal law—specifically Title VII of the Civil Rights Act.

Title VII matters more than you might think. Thanks to how the law has been interpreted, it prohibits workplace discrimination based on sexual orientation and gender identity. If you've faced discrimination, harassment, or wrongful termination because of who you are, you may have a real claim under federal law.

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“THANK YOU FOR EVERYTHING!! I TRULY APPRECIATE ALL YOU HAVE DONE FOR ME AND THE SUPPORT YOU HAVE BEEN THROUGH THIS ENTIRE PROCESS. I COULDN'T HAVE PICKED A BETTER FIRM TO WORK WITH. THANK YOU AGAIN.”

- C.D.

There's an important catch to keep in mind. Title VII generally applies to employers with 15 or more employees. That means if you work for a smaller company in North Carolina, you may be at greater risk with fewer legal safeguards behind you. It's a gap that catches many workers off guard.

This is where experienced guidance makes all the difference. North Carolina employment attorney Kathryn Abernethy helps LGBTQ+ employees understand their federal options and the steps to take when something isn't right. You don't have to figure out this complex landscape alone.

At Barrett & Farahany, we're dedicated exclusively to employee rights. Our attorneys know how to identify when your protections have been violated and how to fight for the outcome you deserve.

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Our Attorneys Represent Clients Across Several States

Our ability to offer a comprehensive array of legal services across numerous states is made possible by our strategically positioned network of attorneys. Our attorneys are situated in states across America, and proudly extend our renowned brand of resources to its respective region. Led by seasoned and highly connected legal teams, our offices deliver invaluable legal representation tailored to the unique needs of each state they serve.

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