



On July 31, 2013, she wrote to her employer that she planned to undergo gender affirmation surgery and return to work dressed in female attire. She was fired shortly after her letter was sent; and

WHEREAS, these brave individuals, Gerald Bostock, Donald Zarda, and Aimee Stephens, fought for their own rights as employees and ensured workplace protections for millions of LGBTQ+ workers nationwide on the basis of their sexual orientation and gender identity. All three were inducted into the Department of Labor's Labor Hall of Honor in 2023; and

WHEREAS, sadly, Donald Zarda passed away in 2014 and Aimee Stephens passed away just weeks before the Supreme Court issued its decision in 2020. However, their legacy lives on through this landmark decision; and

WHEREAS, it is fitting and proper that the Metropolitan Council go on record as honoring the fourth anniversary of the United States Supreme Court decision in *Bostock v. Clayton County*, and its holding that Title VII of the Civil Rights Act of 1964 protects employees against discrimination because of sexuality or gender identity.

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE METROPOLITAN GOVERNMENT OF NASHVILLE AND DAVIDSON COUNTY:

Section 1. The Metropolitan County Council hereby goes on record as honoring the fourth anniversary of the landmark United States Supreme Court Case *Bostock v. Clayton County*.

Section 2. This Resolution shall take effect from and after its adoption, the welfare of The Metropolitan Government of Nashville and Davidson County requiring it.