



# Metropolitan Nashville and Davidson County, TN

## Legislation Text

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**File #:** RS2024-555, **Version:** 1

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A resolution honoring the fourth anniversary of the landmark United States Supreme Court Case Bostock v. Clayton County.

WHEREAS, on June 15, 2020, the United States Supreme Court decided the case of Bostock v. Clayton County; and

WHEREAS, this case affirmed that Title VII of the Civil Rights Act of 1964 prohibits employment discrimination on the basis of sexual orientation or gender identity; and

WHEREAS, Bostock v. Clayton County was consolidated with the case Zarda v. Altitude Express, Inc. and was also related to the case R.G. & G.R. Harris Funeral Homes Inc. v. Equal Employment Opportunity Commission; and

WHEREAS, Gerald Bostock was an employee of Clayton County, Georgia. He worked for the juvenile court system and had a good performance record. In early 2013, Mr. Bostock joined a gay softball league and promoted it at work for volunteerism. In April 2013, Clayton County conducted an audit of funds controlled by Bostock and fired him for "conduct unbecoming a county employee"; and

WHEREAS, Buckley Bala Wilson Mew LLP Partner represented Gerald Bostock in this historic civil rights victory, which now ensures federal, uniform protection for gay, lesbian, bisexual, and transgender employees from employment discrimination; and

WHEREAS, Donald Zarda was fired from his skydiving job in New York after telling a female customer he was gay to make her more comfortable with being strapped together during a jump. The woman's boyfriend complained to the company and Mr. Zarda was fired as a result; and

WHEREAS, Aimee Stephens was a Michigan funeral home employee who had presented as male until 2013. 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.