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## Health Center Partners of Southern California Supports U.S. Supreme Court's Landmark Decision Extending Worker Protections for LGBTQ+ Americans *Calls for quality and end to discrimination of any type*

June 30, 2020

I applaud the U.S. Supreme Court's landmark decision that extends worker protections to LGBTQ+ Americans. With this landmark ruling, the Court has recognized that discrimination against LGBTQ+ employees is not permissible under federal civil rights law. I stand with the Human Rights Campaign and the hundreds of companies that filed in support of LGBTQ+ inclusion and non-discrimination. This decision means that LGBTQ+ Americans may be themselves without fear of losing their jobs and employment benefits — including access to critically important, employer-based health care coverage.

For more than the obvious reasons, this is important because here in the U.S. and across the globe, LGBTQ+ populations face significant health disparities, including a higher prevalence of HIV/AIDS, certain cancers, HPV infections, sexually transmitted infections, substance use disorders, suicidal tendencies and mood disorders.

This ruling is an important step toward equal treatment for LGBTQ+ families and communities. It comes after the Court heard several related cases to decide whether Title VII of the Civil Rights Act of 1964 — which prohibits discrimination based on religion, national origin, race, color and sex — also covers sexual orientation or gender identity. Prior to the Court's decision, LGBTQ+ workers in fewer than half of the United States had full protection from discrimination. Absent these non-discrimination protections, a worker could be terminated based on his or her sexual orientation or gender identity. Although it seems implausible that 56 years later this issue was still up for debate, I am heartened the Court ruled once and for all that LGBTQ+ workers like me are equally protected under federal civil rights law.

It is fitting that this decision from the Court comes during **Pride Month**. We have much for which to be proud, lately. In this one month, we felt the interconnectedness of all movements for equality and freedom as people of all ages, genders, and colors around the world demonstrated for change in support of the Black Lives Matter movement, following the death of George Floyd. Also, in June, the U.S. Supreme Court gave thousands of young people the chance to achieve the American Dream by pursuing an education and a career without fear of deportation. And now this.

At HCP, all of us are working to advance social justice. Our values – Leadership, Excellence, Courage, Trust and Humanity – align. That's why we do what we do. We are dedicated to advancing

inclusivity efforts within our four companies and creating an environment where all are treated with respect, dignity and equality. We seek to advance economic opportunity and healthier living, while addressing social determinants of health, strengthening workforce development and related educational systems, and supporting criminal justice reform. Soon, you'll be hearing more as we move from dialogue to action, behavioral and business change. One person to one person, one company to one company, one nation to one nation. We have to. We all do.

Discrimination of any kind is wrong and has no place here. Our work helps protect the freedoms and improve the health and wellness of the communities we serve, and I am proud to be part of a team that contributes in such meaningful ways and strives to make our communities — and our world — safer, healthier, more productive, equal and fair. Thank you to everyone at HCP, and our member health centers, for sharing this vision and these values in the important work we do.



Henry N. Tuttle  
President and Chief Executive Officer

[Health Center Partners of Southern California](#), a family of companies, includes a [16-membership organization](#) of federally qualified health centers, Indian Health Services Organizations, both urban and sovereign, and Planned Parenthood of the Pacific Southwest, collectively serving 850,000+ patients each year, for 3.6 million patient visits each year, at 160 practice sites across San Diego, Riverside, Imperial counties, with the seventh largest provider group in the region. [2018/2019 Impact Report](#)