Interpreting Bostock for Canadian Lawyers

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In 2020, the Supreme Court of the United States issued a historic judgment recognizing protection for LGBTQ employees under Title VII of the United States Civil Rights Act of 1964. Almost six decades after the statute's enactment, a six-to-three majority of the Court found that employment discrimination based on sexual orientation or gender identity is prohibited discrimination.

The decision in *Bostock v Clayton County* is a huge legal victory for the LGBTQ community and its advocates, and a meaningful step away from a status quo in which employers were free to openly and unapologetically discriminate against LGBTQ employees.

In this article, Teagan Markin examines the Court's textualist interpretive analysis, played out between three sets of reasons, from a Canadian lawyer's perspective.

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